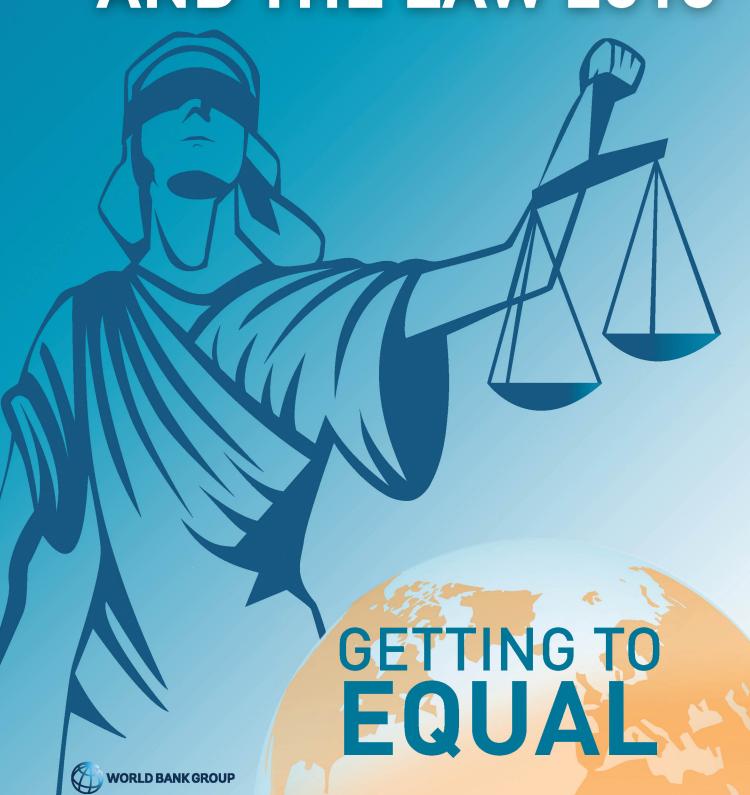
WOMEN, BUSINESS AND THE LAW 2016



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WOMEN, BUSINESS AND THE LAW 2016

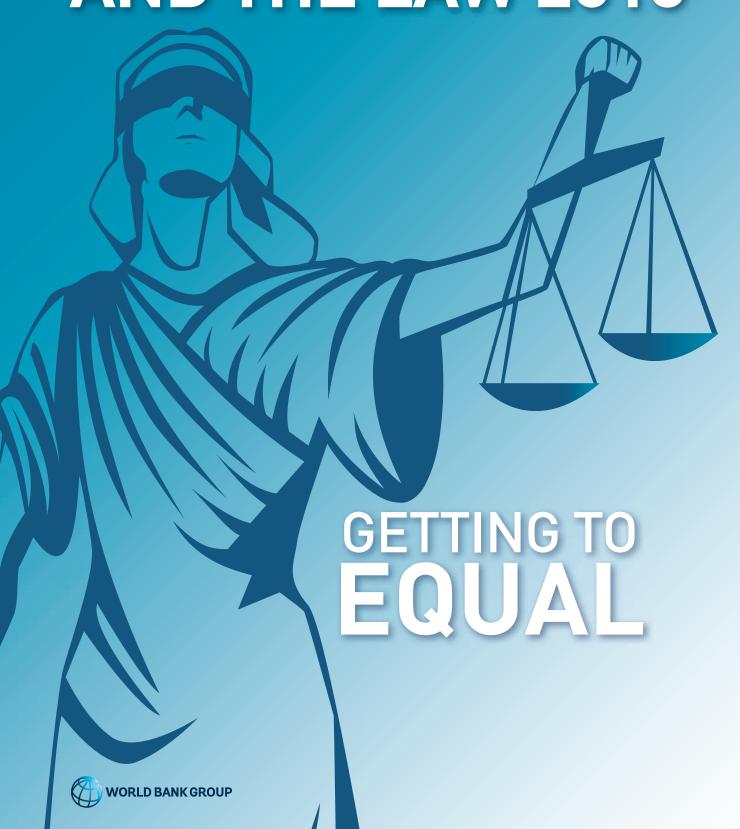




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Foreword

As societies become more equal and every individual's productive capacity is valued and engaged, economies become more resilient. To build such a society, the key is inclusiveness—to make sure that no group is kept at the margins and subjected to exploitation. One particular group that deserves special attention, if for no other reason than its constituting half the world's population, is women. It has often been pointed out that an economy cannot grow to its full potential if its women are not treated on par with men. This is likely true. But even if it were not, there is a case for treating men and women equally. We cannot forever remain victims of the idea that the agenda of inclusion and equality (pertaining not just to women but to any group) has to be justified as a means towards the end of higher economic growth. Indeed, what we need to argue is that, even if we had to sacrifice some economic growth in order to achieve inclusion and greater equality, the trade-off would be well worth it.

Fortunately, to the best of our knowledge there is no trade-off. There are plenty of studies that demonstrate how empowering women, be it in the market place, the office or the household, increases overall efficiency, well-being and the quality of decision-making.

However, despite such studies—and despite the fact that great strides have been made in enabling women to achieve greater potential—in most parts of the world their productive capacity and participation are still restricted, and they continue to be discriminated against and lead diminished lives. While this problem has many dimensions, the focus in this report is on the economy and the workplace. Since its inception in 2009, the World Bank Group's *Women, Business and the Law* project has been constructing a unique dataset on laws, regulations and policies that constrain women's economic choices. The data illuminate how government policies limit women's full economic participation through laws that restrict their ability to engage in entrepreneurial and employment activities.

This edition of *Women, Business and the Law* highlights the World Bank Group's commitment to generating objective data and building knowledge about gender equality. The report draws on readily comparable data across seven indicators: accessing institutions, using property, getting a job, providing incentives to work, building credit, going to court and protecting women from violence. It expands data coverage to 30 more economies than the previous edition in order to enhance global understanding of laws that affect women's economic opportunities.

The data reveal the magnitude of the challenge that the world still faces in the quest for gender equality. It seems clear from the evidence that while governments are working progressively to provide equality of opportunity for women, there are still laws that differentiate between women and men in ways that affect women's economic prospects: of the 173 economies covered, 155 have at least one law that differentiates between women and men. These inequalities impede development, hinder prosperity and undermine national competitiveness.

By informing research and policy discussions about the state of women's economic opportunities and outcomes, this report promotes the cause of inclusion. Our hope is that the report will celebrate the progress that has been made while emphasizing the work still to be done to ensure economic empowerment for all.

Kaushik Basu

Senior Vice President and Chief Economist

The World Bank



1. Key Findings

Highlights from Women, Business and the Law 2016

- Legal gender differences are widespread: 155 of the 173 economies covered have at least one law impeding women's economic opportunities.
- The total number of legal gender differences across 173 economies is 943.
- In 100 economies, women face gender-based job restrictions.
- 46 of the economies covered have no laws specifically protecting women from domestic violence.
- In 18 economies, husbands can legally prevent their wives from working.
- Lower legal gender equality is associated with fewer girls attending secondary school relative to boys, fewer women working or running businesses and a wider gender wage gap.
- Over the past two years, 65 economies carried out 94 reforms increasing women's economic opportunities.

What's new in this edition?

Since 2009, Women, Business and the Law has collected data about legal restrictions on women's entrepreneurship and employment in order to inform policy discussions and promote research on the linkages between the law and women's economic opportunities. Women, Business and the Law 2016: Getting to Equal is the fourth in the series.

The data focus on seven indicators: accessing institutions, using property, getting a job, providing incentives to work, going

to court, building credit and protecting women from violence. New areas covered within these indicators include legislation on issues such as nondiscrimination in access to credit, care leave for sick relatives, the legal age of marriage and protection orders for victims of domestic violence.

This edition covers 173 economies, including 30 economies that were not previously covered: Afghanistan, Antigua and Barbuda, The Bahamas, Bahrain, Barbados, Belize, Bhutan, Brunei Darussalam, Djibouti, Dominica, Equatorial Guinea, Grenada, Guyana, Iraq, Luxembourg, Maldives, Malta, Myanmar, Qatar, São Tomé and Príncipe, Seychelles, South Sudan, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Suriname, Swaziland, Timor-Leste, Tonga and Trinidad and Tobago.

The previous edition of *Women, Business and the Law* found that 90% of economies measured had at least one law impeding women's economic opportunities. This still holds true, even though this edition covers over 20% more economies.

However, over the past two years, 65 economies achieved 94 reforms increasing women's economic opportunities. Most of these reforms took place in developing economies, with 19 in Europe and Central Asia, 18 in Sub-Saharan Africa, and 16 in Latin America and the Caribbean. Economies in the Middle East and North Africa had 12 reforms, and those in East Asia and the Pacific had 11 reforms. The fewest reforms—3—were in South Asia.

Women, Business and the Law 2016 finds that lower legal gender equality is associated with fewer girls attending secondary school relative to boys, fewer women working or running businesses, and a wider gender wage gap. Where laws do not provide protection from domestic violence, women are likely to have shorter life spans. But where governments support childcare, women are more likely to receive wages.

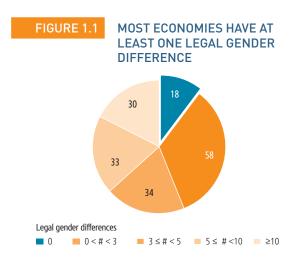
How common are gender differences in laws?

Women, Business and the Law measures legal restrictions on women's employment and entrepreneurship by identifying gender-based legal differences. The dataset has captured 21 differences in policies for unmarried women and 26 for married women that affect women's economic opportunities, for a total of 47 differences across five indicators (box 1.1).

Of the 173 economies covered by *Women, Business and the Law,* 155 maintain at least one barrier for women seeking opportunities that does not exist for men; on this simple measure (figure 1.1), the majority of economies have at least one legal gender difference.

The 30 economies with ten or more legal differences are in the Middle East and North Africa (18), Sub-Saharan Africa (8), East Asia and the Pacific (2) and South Asia (2).

The 18 economies with no legal differences between women and men in the areas measured are Armenia; Canada; the Dominican Republic; Estonia; Hungary; Kosovo; Malta; Mexico; Namibia; the Netherlands; New Zealand; Peru; Puerto Rico, territory of the United States; Serbia; the Slovak Republic; South Africa; Spain and Taiwan, China (figure 1.2).



Source: Women Business and the Law database

Why were these areas chosen?

Of all the questions covered by *Women, Business and the Law*, only 47 are included in the measure of legal gender differences. Twenty-two questions contain explicit gender-based differences. Three questions pertain to constitutional rights: the absence of a nondiscrimination clause in the constitution with gender as a protected category, the validity of customary law even if it is contrary to constitutional nondiscrimination and

BOX 1.1 LEGAL DIFFERENCES FOR MARRIED AND UNMARRIED WOMEN

Women, Business and the Law examines differences by comparing men and women that have the same marital status in the following 21 areas:

- 1. Applying for a passport
- 2. Traveling outside the home
- **3.** Traveling outside the country
- Getting a job or pursuing a trade or profession without permission
- 5. Signing a contract
- 6. Registering a business
- 7. Being "head of household" or "head of family"
- 8. Conferring citizenship to their children
- 9. Opening a bank account
- 10. Choosing where to live
- 11. Obtaining a national identity card
- 12. Having ownership rights over property
- **13.** Having inheritance rights over property
- **14.** Working the same night hours

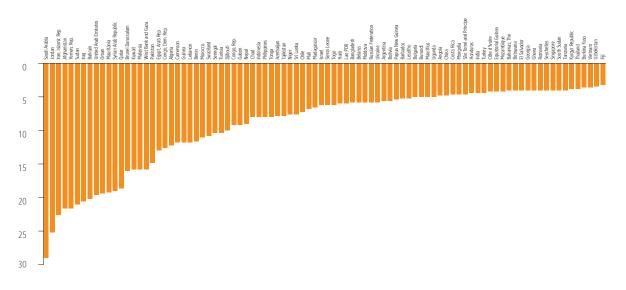
- **15.** Doing the same jobs
- **16.** Enjoying the same statutory retirement age
- 17. Enjoying the same tax deductions or credits
- **18.** Having their testimony carry the same evidentiary weight in court
- **19.** Having a gender or sex nondiscrimination clause in the constitution
- **20.** Applying customary law if it violates the constitution
- 21. Applying personal law if it violates the constitution

The dataset also captures five other areas that apply only to married women:

- **22.** Being legally required to obey their husbands
- 23. Being able to convey citizenship to a non-national husband
- **24.** Administering marital property
- **25.** Having legal recognition for nonmonetary contributions to marital property
- **26.** Having inheritance rights to the property of their deceased husbands

FIGURE 1.2

NUMBER OF LEGAL GENDER DIFFERENCES, BY ECONOMY



Source: Women, Business and the Law database.

equality and the validity of personal law even if it is contrary to constitutional nondiscrimination and equality. These questions were selected because of the importance for gender equality of specific constitutional protections on nondiscrimination and on the assumption that customary and personal laws might include gender-based legal differences. One question pertains to the absence of legal recognition for nonmonetary contributions to marital property. This question was selected on the assumption that women are more likely to perform activities that benefit the household but are not paid, such as childcare.

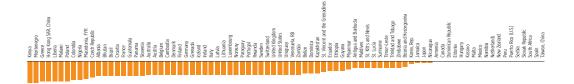
The measure of legal gender differences is constructed by summing the restrictions on married and unmarried women: 5 that apply only to married women are counted once and 21 that apply to both married and unmarried women are counted twice, for a total of 47 restrictions. For example, only married women can be legally required to obey their husbands, while both married and unmarried women may be prohibited from working in certain jobs. The measure of legal gender differences can sum to a whole number or a decimal for any economy because the question on job restrictions has ten sub-questions that examine specific restrictions on women's work. Each sub-question thus has a value of one-tenth. This represents the only difference in the construction of the measure from the 2014 edition of the Women, Business and the Law report. Previously, the question on job restrictions had 8 sub-questions each equal to one-eighth.

These categories of questions were not included in this measure of gender legal differences: (1) questions that are not gender-differentiated but may disproportionately affect women, such as credit reporting rules; (2) questions describing gender-neutral legal frameworks, for example, marital property regimes; and (3) questions from the protecting women from violence indicator, such as whether there are legal protections for victims of domestic violence.

The questions are not weighted by their importance to women or by the number of women affected. For example, prohibitions on women working in mines can affect women more intensely where mining is a major industry but would matter less in economies where it is not. In contrast, requirements that married women get their husbands' permission to travel outside the home affect all married women.

Why do these gender differences matter?

Equality of opportunity allows women to make the choices that are best for them, their families and their communities. However, opportunities for women are not equal where legal gender differences are prevalent. Such restrictions constrain women's ability to make economic decisions in a variety of ways, and can have far-reaching consequences. Moreover, they are associated with real economic outcomes. For example, families may decide it does not make sense for girls to continue with school where their employment prospects—and therefore



their earning potential—are more limited. Where resources are limited, families may choose to send boys to school instead of girls.¹

Disparities in outcomes can persist throughout a woman's life: where there are more legal gender differences, not only is she less likely to go to secondary school, she is also less likely to be employed or run a business, and if she does manage to do either she is likely to earn less than a man would (figure 1.3).

Having laws on the books is not the only thing that matters. In many economies a more gender-equitable legislative base may coexist with high gender inequality resulting from poor implementation of the laws, whether due to poor enforcement, poor design, or low capacity. Thus for women, laws on paper do not necessarily reflect legal realities. Good mechanisms for implementing and adequate budgetary commitments for enforcing laws also matter. However, better rule of law is associated with having more gender equal laws on the books (figure 1.4).

The benefits of reform

Empowering women legally may have similar effects to empowering them politically, allowing them to better reflect their preferences in decision-making.

Moreover, there is evidence that after women were granted the right to vote, legislative decisions differed in such areas as child welfare and spending on public health. This may be because elected officials better incorporated women's preferences within their legislative agendas once women became a significant part of the electorate. For example, a study examining state voting rights for women in the United States found that within a year of voting rights being granted to women, voting patterns shifted to incorporate greater local public health spending by about 35%. This allowed for greater emphasis on local public health campaigns for issues such as hygiene, leading to a decrease in infectious childhood diseases and a decline in childhood mortality of about 8–15%.²

Reducing gender-based legal restrictions and promoting the use of women's talent in the labor force allows women to choose the opportunities which are best for them, their families and their communities.

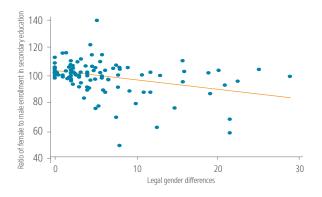
Where are relationships between women and the law changing?

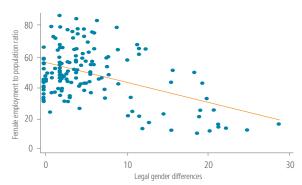
Since 2010, when *Women, Business and the Law* first published a baseline of gender legal differences affecting women's economic opportunities and started measuring reforms, the pace of reform has either remained relatively constant or has been increasing (figure 1.5).

The region with the fewest reforms over time is South Asia. While economies in South Asia have introduced quotas to

FIGURE 1.3

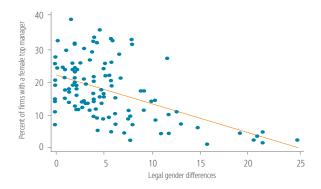
GREATER LEGAL GENDER INEQUALITY IS ASSOCIATED WITH FEWER GIRLS ATTENDING SECONDARY SCHOOL RELATIVE TO BOYS, FEWER WOMEN WORKING OR RUNNING BUSINESSES, AND A HIGHER GENDER WAGE GAP

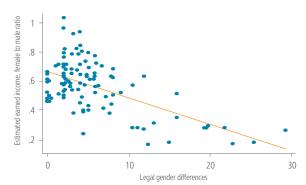




The negative relationship between the number of legal gender differences and the ratio of female to male enrollment in secondary education (2012) is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 96 economies for which data are available. The regression results remain statistically significant at the 1% level even after controlling for the proportion of seats held by women in national parliaments (2014). This statistical relationship should not be interpreted as causal.

The negative relationship between the number of legal gender differences and the percentage of women employed to the population (age 15+) (2013) is statistically significant at the 1% level after controlling for 2014 GMI per capita. The regression analysis is based on 132 economies for which data are available. The regression results remain statistically significant at the 1% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.



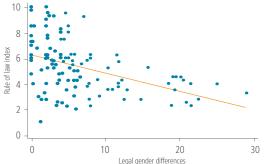


The negative relationship between legal gender differences and the percent of firms that have a female top manager is statistically significant at the 1% level after controlling for 2014 GNI per capita. The analysis is based on 106 economies for which data are available. The regression results remain statistically significant at the 1% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.

The negative relationship between the number of legal gender differences and the female to male ratio of estimated earned income (2014) is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 106 economies for which data are available. The regression results remain statistically significant at the 1% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.

Source: Women, Business and the Law, World Development Indicators and Enterprise Surveys databases; World Economic Forum Global Gender Gap Report 2014 (Table E3, p. 66).

FIGURE 1.4 IMPROVED RULE OF LAW IS ASSOCIATED WITH FEWER LEGAL GENDER DIFFERENCES



Source: Women, Business and the Law, World Development Indicators and Quality of Government Institute databases.

Note: The negative relationship between legal gender differences and the rule of law index (2012) (including: to what extent is there a working separation of powers; to what extent does an independent judiciary exist; to what extent are public office holders who abuse their positions prosecuted or penalized; to what extent are civil rights guaranteed and protected; and to what extent can citizens redress for violations of these rights?) is statistically significant at the 1% level after controlling for 2014 GNI per capita. The analysis is based on 106 economies for which data are available. The regression results remain statistically significant at the 1% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.

increase women's representation and enacted legislation protecting women from violence, they have shown little reform in the economic domains measured by *Women, Business and the Law* over time.

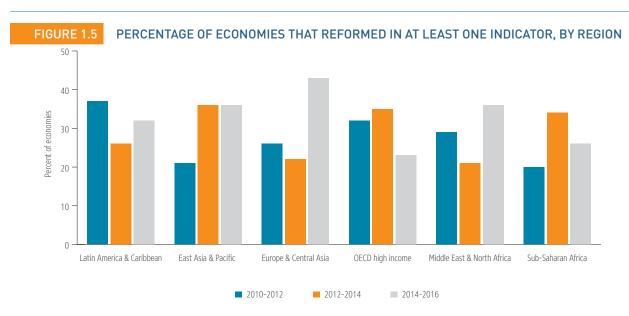
In the most recent two-year period (ending in April 2015) 65 economies made 94 reforms increasing gender parity (table 1.1). Getting a job had the most reforms with 26, followed by protecting women from violence with 23, and accessing institutions with 18. Nine economies reformed in building credit, 7 in providing incentives to work and in going to court, and 4 in using property. Reform descriptions can be found in the Summaries of *Women, Business and the Law* Reforms section of this report.

The following sections examine new data and regional trends in each of the *Women*. *Business and the Law* indicators.

Accessing institutions

Women, Business and the Law's accessing institutions indicator explores women's legal ability to interact with public authorities and the private sector just as men do, by examining both legal capacity and rights, as well as quotas for the public and private sector.

Women's access to public education, health care and social benefits, such as those for low-income households, depend on



Source: Women, Business and the Law database.

Note: The analysis is based on the list of questions and the 141 economies examined in the Women, Business and the Law 2012 cycle, which was back calculated to 2010. Questions added to the dataset after the 2012 cycle, for example, on quotas or laws protecting women from violence are not considered here. Chile and Hungary are categorized as OECD high income in all three time intervals. South Asia is the only region with no reforms recorded during the three periods.

TABLE 1.1

CHANGES INCREASING GENDER PARITY OVER THE PAST TWO YEARS

Indicator	Changes increasing gender parity
Accessing institutions	Chile; Congo, Rep.; Egypt, Arab Rep.; Fiji; Germany; Haiti; India; Mexico; Nicaragua; Niger; Norway; Pakistan; Saudi Arabia; Senegal; Sudan; Suriname; Togo; Tunisia
Using property	Croatia; Hungary; Kenya; Nicaragua
Getting a job	Albania; Belarus; Croatia; Georgia; Guinea; Hong Kong SAR, China; Iran, Islamic Rep.; Israel; Jamaica; Kazakhstan; Lao PDR; Latvia; Lebanon; Macedonia, FYR; Mauritius; New Zealand; Nicaragua; Poland; São Tomé and Príncipe; Serbia; Singapore; Slovenia; South Africa; Taiwan, China; United Kingdom; Uruguay
Providing incentives to work	Belarus; Lao PDR; Malawi; Mexico; Oman; Tajikistan; Turkey
Building credit	Belarus; Jamaica; Lao PDR; Mongolia; Seychelles; Taiwan, China; United Arab Emirates; West Bank and Gaza; Zambia
Going to court	Chad; Colombia; Costa Rica; Fiji; Kazakhstan; Trinidad and Tobago; Tunisia
Protecting women from violence	Albania; Belarus; Belgium; Egypt, Arab Rep.; Georgia; Hungary; Israel; Italy; Kenya; Latvia; Lebanon; Luxembourg; Macedonia, FYR; Malawi; Mozambique; New Zealand; Nicaragua; Pakistan; Peru; Saudi Arabia; Tonga; Uruguay; Zimbabwe

Source: Women, Business and the Law database.

their ability to move freely, prove their identity, and easily and independently contract with others. These abilities are also necessary for dealing with private providers of goods and services, such as landlords and lenders.

Over the past century, women have been acquiring greater institutional access, beginning with voting rights. Over the last 50 years, many reforms have removed barriers to married women's legal capacity.³ For example, in 1974, Indonesia granted married women the right to open individual bank accounts. Other economies, such as Spain (in 1978), Switzerland (in 1984) and Paraguay (in 1991), removed legal requirements that husbands grant their wives permission to work outside the home.

While progress has been made in many economies to allow women more access, legal restrictions on their ability to take action persist. In economies where husbands can prohibit their wives from working, women are less likely to have formal bank accounts, savings or credit.⁴

Access denied

Many laws remain restricting women from taking certain actions. *Women, Business and the Law* examines 11 areas where women may face constraints on their legal capacity to act or ability to conduct transactions. Each action or transaction is examined separately for married and unmarried women. The data show that most restrictions apply only to married women (table 1.2).

Among the obstacles to married women working are laws that allow the wife to work outside the home only if it is in the interest of the family. In some economies, a woman can lose her right to receive financial support from her husband if she works without his consent. For example, according to Article 1 of the Personal Status Law of the Arab Republic of Egypt, a married

woman can leave the house only for purposes allowed by law or custom, otherwise she needs her husband's permission or she loses her right to financial support.

Other issues arise when women cannot convey nationality to their children or spouses. A mother's inability to pass her citizenship to her children may mean that they cannot access services, such as free public education or health care. It may also mean that when the children seek jobs, immigration laws will not allow them to work. This problem can be particularly acute in economies where the public sector is the largest employer and nationality is a prerequisite for public sector employment (box 1.2).

Of the economies examined by *Women, Business and the Law,* 22 do not allow married mothers to pass citizenship on to their children as fathers can, and 44 do not allow married women to pass citizenship to their spouses as married men can.

Recently, Suriname amended its Nationality and Residency Act to allow married women to pass on nationality to their children and non-national spouses in the same way that men can, and Niger reformed its Nationality Law to allow women to pass on citizenship to non-national spouses.

The importance of a legal identity

Before a woman can enter an employment contract or access finance, she must prove her identity. Where women face more hurdles than men in obtaining national identity (ID) cards, certain activities become difficult, if not impossible. One example is borrowing from a financial institution. A basic precursor to borrowing from banks is proof of identity. Proof of identity is necessary to prevent financial fraud and identity theft. However, where women face greater difficulty obtaining a national ID

TABLE 1.2 BLOCKING ACCESS

	<u> </u>	
Action	Economies where married women cannot perform some actions in the same way as married men	
Apply for a passport	Afghanistan Algeria Bahrain Barbados Belize Benin Botswana Cameroon Congo, Rep. Dominica Egypt, Arab Rep. Fiji Gabon Grenada Haiti Iran, Islamic Rep. Iraq Jordan Malawi Mali Myanmar Oman Pakistan Philippines Saudi Arabia Seychelles St. Vincent and the Grenadines Sudan Trinidad and Tobago Uganda United Arab Emirates Yemen, Rep.	3.
Be head of household	Bahrain Benin Burundi Cameroon Chad Chile Congo, Dem. Rep. Congo, Rep. Djibouti Gabon Guinea Honduras Indonesia Iran, Islamic Rep. Iraq Jordan Madagascar Mali Mauritania Morocco Niger Oman Philippines Rwanda Saudi Arabia Senegal Sudan Tunisia United Arab Emirates Yemen, Rep.	
Choose where to live	Afghanistan Bahrain Benin Brunei Darussalam Burkina Faso Cameroon Chad Congo, Dem. Rep. Congo, Rep. Equatorial Guinea Gabon Guinea Haiti Iran, Islamic Rep. Iraq Jordan Kuwait Malaysia Mali Niger Oman Qatar Rwanda Saudi Arabia Senegal Sudan Syrian Arab Republic United Arab Emirates West Bank and Gaza Yemen, Rep.	
Confer citizenship to children	Bahamas, The Bahrain Barbados Brunei Darussalam Guinea Iran, Islamic Rep. Iraq Jordan Kuwait Lebanon Madagascar Malaysia Mauritania Nepal Oman Qatar Saudi Arabia Sudan Swaziland Syrian Arab Republic United Arab Emirates West Bank and Gaza	
Get a job without permission	Bahrain Bolivia Cameroon Chad Congo, Dem. Rep. Gabon Guinea Iran, Islamic Rep. Jordan Kuwait Mauritania Niger Qatar Sudan Syrian Arab Republic United Arab Emirates West Bank and Gaza Yemen, Rep.	
Travel outside the home	Afghanistan Bahrain Brunei Darussalam Egypt, Arab Rep. Iran, Islamic Rep. Iraq Jordan Kuwait Malaysia Oman Qatar Saudi Arabia Sudan Syrian Arab Republic United Arab Emirates West Bank and Gaza Yemen, Rep.	
Obtain a national identity card	Afghanistan Algeria Benin Cameroon Egypt, Arab Rep. Mauritius Oman Pakistan Saudi Arabia Senegal	
Travel outside the country	Iran, Islamic Rep. Iraq Qatar Saudi Arabia Sudan Syrian Arab Republic 6	
Register a business	Bhutan Congo, Dem. Rep. Pakistan Suriname	
Open a bank account	Congo, Dem. Rep. Niger	
Sign a contract	Congo, Dem. Rep. Equatorial Guinea 2	

Source: Women, Business and the Law database.

BOX 1.2 NATIONALITY MATTERS

In Jordan, because married mothers are unable to convey citizenship to their children or spouses, children with Jordanian mothers and foreign fathers cannot obtain free public health care or education. As they grow older, it is difficult for them to obtain driver's licenses and work permits. Public school can cost up to 12 times more for noncitizens, and a one-year work permit for a foreign spouse or child can cost up to 5% of income per capita. The Jordanian government estimates there are almost 400,000 such children living in the country, of a total population of about 6.5 million.

In recognition of the challenges such families face, as of January 2015 children of Jordanian mothers and non-Jordanian fathers can apply for a special identification card that allows them to obtain such subsidized government benefits as free high school education and health care. Adult children of Jordanian mothers and non-Jordanian fathers will no longer have to pay for work permits and will have second priority for jobs after Jordanian citizens. They will also be able to own property and obtain driver's licenses.

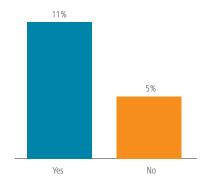
In the first month almost 10,000 applications for these identification cards were submitted. However, for children to be eligible for benefits, their mother must have resided in Jordan for at least five years. This creates difficulties for those whose mothers reside outside Jordan, do not have records of when they entered the country or have died.

Source: "Over 9,000 Children of Women Married to Foreigners Apply for IDs," Rana Husseini, Jordan Times, January 27, 2015, www.jordantimes.com/news/local/over-9000-children-jordanian-women-married-foreigners-apply-ids; "Regional Dialogue on Gender Equality, Nationality and Statelessness: Overview and Key Findings," UNHCR and CRTD.A., 2011, www.unhcr.org/4f33ea656.pdf; "Jordan's Second-Class Citizens," Elizabeth Whitman, Boston Review, October 14, 2013.

FIGURE 1.6

WOMEN ARE LESS LIKELY TO BORROW FROM A FINANCIAL INSTITUTION WHERE PROCESSES FOR GETTING NATIONAL ID CARDS DIFFER BY GENDER

Borrowed from a financial institution, female (% age 15+)



Can a married woman apply for a national ID card in the same way as a married man?

Source: Women, Business and the Law, Global Findex and World Development Indicators databases.

Note: The positive relationship between the percentage of females (age 15+) who borrowed from a financial institution and the legal ability of a married woman to apply for a national ID card in the same way as a man is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 117 economies for which data are available. The regression results remain statistically significant at the 5% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in tertiary education (2012). However, the results are sensitive to other levels of education largely due to two outlier economies. This statistical relationship should not be interpreted as causal.

card, they are less likely to borrow from a financial institution (figure 1.6).

In ten economies, married women need to provide additional documentation to get a national ID card—a requirement to which married men are not subject.

Sometimes, difficulty in obtaining a national ID card starts before a woman can even apply for one. Often, the first step to securing any form of identification is to produce a birth certificate. Women need birth certificates not only to interact with government institutions and conduct official transactions, but also to ensure that their children can access public services. However, women may not be able to register their children's births or obtain birth certificates (box 1.3).

Increasing women's representation

In addition to reforming laws restricting women's legal capacity and ability to conduct transactions, many economies are establishing gender quotas to increase women's representation at the highest levels of government and the private sector.

Women, Business and the Law examines reserved seat and party list quotas for parliaments and local governments, and quotas for corporate boards.

The principle of equity is at the core of arguments in favor of gender quotas. Quotas can enable a more equitable representation of women in leadership positions, improving their descriptive representation—which may translate into more equitable representation of women's interests in decision making. The aim is to improve women's substantive representation.

Decisions by legislative bodies with more women involved in decision making may differ qualitatively from those by institutions with fewer women involved. A study of 265 village councils in two states in India where a third of the positions of council head had been reserved for women since 1993 found that women leaders invest more in infrastructure that is directly relevant to women's needs. Another cross-country study analyzing government spending over more than 35 years found that countries with quotas for the number of female legislators spent more money on social services and welfare than countries which lacked such quotas.

The use of quotas to boost women's political representation is widespread. Globally, over 40% of economies have quotas for women members of parliament and local government: for parliament 21 economies have reserved seat quotas and 52 have candidate list quotas, and for local governments 23 have reserved seat quotas and 42 have candidate list quotas (table 1.3).

Candidate list quotas determine the minimum number of women that must be on a party list. Reserved seat quotas for parliament range from 10% in Jordan to 33% in Kenya, and candidate list quotas range from 20% in Mongolia to 50% in Tunisia.

Although candidate list quotas in both Bolivia and the Democratic Republic of Congo are 50%, representation of women in the Bolivian parliament is 53% and in the Democratic Republic of Congo it is just 9%. This may be attributable to differences in placement requirements and sanctions between the two economies: in Bolivia there is a zipper system that requires political parties to alternate genders on candidate lists. Failure to comply results in rejection of the party list. In the

Democratic Republic of Congo the law is silent on both placement requirements and sanctions for noncompliance. Other examples of sanctions used to enforce compliance of gender quotas in candidate lists are fines in El Salvador and the loss of state funding in Ireland.

Recently, Egypt introduced a 25% women's quota for local councils and a 10% women's quota for parliament. Tunisia's new electoral law introduced a 50% gender quota on candidate lists. Niger and Sudan both increased their reserved seat quotas for women in parliament, Niger to 15% and Sudan to 30%. Pakistan introduced a 22% quota for women in local governments and Haiti's new Electoral Law provides that one out of three city council members must be a woman. Saudi Arabia has introduced a 20% reserved seat quota for women at the national level.

Policy makers are also attempting to increase the number of women who serve on corporate boards. Some studies have found a positive correlation between companies with women on their boards and their financial success. Recently, a survey of 6,500 companies showed that companies with greater female participation on boards were less likely to be hit by governance scandals involving bribery, fraud and other factors likely to depress business confidence. Boosting the employment of women on corporate boards may be beneficial for economic growth by improving the quality of governance.

Of the economies measured by *Women, Business and the Law,* nine have quotas for publicly listed companies: Belgium, France, Germany, Iceland, India, Israel, Italy, Norway and Spain. The most recent quotas were introduced in Germany (30%) and India (at least one board member has to be a woman). Quotas range from

BOX 1.3 BARRIERS TO WOMEN OBTAINING BIRTH CERTIFICATES

Birth certificates are required when applying for a range of social benefits, including health care and school registration, and for most forms of civil identification. In some economies, such as Barbados, France and the Syrian Arab Republic, the father is legally responsible for registering the birth of a child.

Several economies make birth registration contingent on the existence of a marital relationship between parents. For example, in the Islamic Republic of Iran if the parents' marriage is not registered, both parents must appear before the civil registrar to register a child's birth. In Egypt a mother who cannot prove her marital relationship can register a birth only if a person who witnessed the child's birth testifies. In Senegal any person declaring the birth other than the father has to show a marriage certificate for the child's parents. And in Swaziland the law specifically requires the father to register the birth of a child.

In 2006 Nepal updated its legislation with more gender-neutral language for its birth registration procedures. Previously, notice of a birth was given by the head of household, and in his absence, by the eldest male member of the family. Women as well as men can now be designated head of household, and the eldest male member no longer provides birth notification if the head of household is absent.

Source: France, Civil Code, Art. 56; France, Circular of 28 October 2011; Iran, Islamic Rep., Registration of Personal Status Code, Art. 16; Egypt, Arab Rep., Civil Status Code, Law No. 143 of 1994, Art. 20; Egypt, Arab Rep., Law No. 12 of 1996 Promulgating the Child Law Amended by Law No. 126 of 2008, Art. 15; "Livret d'Informations Juridiques l'Etat Civil," Ministry of Justice of Senegal, January 2009; Nepal, Law Amending Some Nepal Acts to Maintain Gender Equality, 2063 (2006); Swaziland, Births, Marriages and Deaths Registration Act, 1983, Arts. 10 and 15; Syrian Arab Republic, Civil Status Law, Art. 23; UNICEF 2013.

TABLE 1.3

QUOTAS FOR PARLIAMENT AND LOCAL GOVERNMENT, BY REGION

Region	Quotas for parliament		Quotas for local government	
	Reserved seats	Candidate lists	Reserved seats	Candidate lists
East Asia & Pacific		China; Indonesia; Mongolia; Taiwan, China; Timor-Leste	Philippines; Taiwan, China; Timor-Leste	Indonesia; Mongolia
Europe & Central Asia	Kosovo	Albania; Armenia; Bosnia and Herzegovina; Croatia; Kyrgyz Republic; Macedonia, FYR; Montenegro; Serbia; Uzbekistan	Kosovo	Albania; Bosnia and Herzegovina; Croatia; Macedonia, FYR; Montenegro; Serbia; Uzbekistan
Latin America & Caribbean	Haiti	Argentina; Bolivia; Brazil; Colombia; Costa Rica; Dominican Republic; Ecuador; El Salvador; Guyana; Honduras; Mexico; Nicaragua; Panama; Paraguay; Peru; Uruguay	Haiti	Argentina; Bolivia; Brazil; Colombia; Costa Rica; Dominican Republic; Ecuador; El Salvador; Honduras; Mexico; Nicaragua; Paraguay; Peru; Uruguay
Middle East & North Africa	Djibouti; Egypt, Arab Rep.; Iraq; Jordan; Morocco; Saudi Arabia	Algeria; Tunisia; West Bank and Gaza	Egypt, Arab Rep.; Iraq; Jordan; Morocco; West Bank and Gaza	Algeria
OECD high income		Belgium; Chile; France; Greece; Ireland; Korea, Rep.; Poland; Portugal; Slovenia; Spain		Belgium; France; Greece; Italy; Korea, Rep.; Norway; Poland; Portugal; Slovenia; Spain
South Asia	Afghanistan; Bangladesh; Pakistan	Nepal	Bangladesh; India; Pakistan	Nepal
Sub-Saharan Africa	Burundi; Kenya; Mauritania; Niger; Rwanda; South Sudan; Sudan; Tanzania; Uganda; Zimbabwe	Burkina Faso; Congo, Dem. Rep.; Congo, Rep.; Guinea; Lesotho; Mauritania; Senegal; Togo	Burundi; Guinea; Kenya; Lesotho; Mauritania; Niger; Rwanda; Sierra Leone; South Sudan; Uganda	Burkina Faso; Congo, Dem. Rep.; Congo, Rep.; Mauritius; Namibia; Senegal; South Africa

Source: Women, Business and the Law database.

20% in France to 40% in Iceland, Norway and Spain. In Israel, as in India, publicly listed companies must have at least one woman on their boards. More movement is expected in this area due to recent European Union efforts encouraging member states to increase women's representation on corporate boards to 40%.9

Whether legislation sets corporate board quotas for the private sector or quotas for local governments and parliaments, the goal is clear: to make women better represented in all institutions, public and private.

Using property

The using property indicator examines women's ability to acquire, access, manage and control property—the ability to use property—by analyzing inheritance and marital property regimes to better understand how they affect women's access to assets

The ability to use property is important to everyone, regardless of gender. Access to property not only increases women's financial security, but is also associated with their increased bargaining power within the household. Access to assets has also been linked to gains in family welfare, such as children's health.¹⁰ In Ecuador, for example, women's share in couples' wealth is associated with a higher likelihood of joint decision-making about employment and spending. In Colombia women who own property are in a better bargaining position at home, and are more likely to be able to move freely, negotiate the right to work, and control their income.¹¹

Despite these advances, regional and local gender asset gaps persist in property ownership, particularly of major assets. ¹² Traditionally, women own less property than men and their property rights are less secure. And women in informal unions may have even less secure property rights than other groups of women. In Rwanda after evidence demonstrated that titling policies were systematically overlooking women in informal unions, land registration forms were revised to be more inclusive of them. ¹³

In Ghana insecure property rights have been found to lead women to make farming decisions that have negative effects on land productivity. ¹⁴ One study found that increasing women's access to resources could raise agricultural output in developing countries by an estimated 2.5–4%. ¹⁵

Inheritance

One reason for gaps between women's ownership of assets and men's may be inheritance. Often, inheritance offers the surest opportunity for both men and women to own land or housing; a

2014 study in Ghana found that 30% of owner-occupied dwellings were inherited or received as gifts. ¹⁶ Where inheritance rights for men and women are unequal under the law, women may be less likely to own land or housing.

Giving women greater access to assets through inheritance can change outcomes for children, particularly girls. In 1994, two states in India, Karnataka and Maharashtra, reformed the Hindu Succession Act to allow women and men the same rights to inherit joint family property. This altered control over assets within families and increased parental investments in daughters. The second-generation effects were even larger in such areas as daughters' education. For example, mothers who benefited from the reform spent twice as much on their daughters' education. Moreover, where the reforms occurred, women were more likely to have bank accounts and their households were more likely to have sanitary latrines, suggesting that legal empowerment gives women more bargaining power within the household and leads to better educational and financial outcomes for families. 17 Although the reform was initiated at the state level, it has now been implemented throughout India.

Access to assets through inheritance is particularly important for widows, who may depend on inheritance for economic security and survival. In 35 of the 173 economies covered by Women, Business and the Law, female surviving spouses do not have the same inheritance rights as their male counterparts. None of the OECD high-income economies, nor the economies in Europe and Central Asia and Latin America and the Caribbean, have legal restrictions on the ability of female surviving spouses to inherit. In East Asia and the Pacific, four economies—Brunei Darussalam, Indonesia, Malaysia and Tonga—do not grant widows equal inheritance rights. In South Asia, widows do not have equal inheritance rights in Afghanistan, Bangladesh, Nepal and Pakistan. In Sub-Saharan Africa, the law does not give equal inheritance rights to widows in nine economies: Burundi, Guinea, Kenya, Mauritania, Senegal, Sudan, Swaziland, Tanzania and Uganda. None of the economies in the Middle East and North Africa, except Malta. grant widows the same inheritance rights as widowers.

Women may also be pressured by relatives to give up the inheritances they do receive. In 2010, Jordan passed a law preventing women from waiving their inheritance and requiring any property they inherit to be registered in their name when the will is executed. The law also requires that relatives challenging the bequest go to court to demonstrate valid reasons for nullifying a woman's inheritance.

Marital property regimes

Marital property regimes determine the allocation of property ownership and management between spouses during the marriage and at its dissolution through death or divorce. These rules have a direct impact on women's financial inclusion and can help or deter their access to credit. Different marital property regimes have different consequences for the allocation of property within households. Each economy sets its default regime in the family or personal status law. Full and partial default community property (joint property) regimes offer equal access to property, including land, for both spouses during and after marriage. These are generally beneficial to women as long as the effects of the marital property regimes are not negated by other laws. In the Democratic Republic of Congo, for example, the Family Code vests control of joint property solely in the husband.

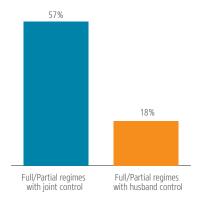
Of the 173 economies covered by *Women, Business and the Law,* 79 have a full or partial community property regime; in six of these, however—Cameroon, Chad, Chile, Democratic Republic of Congo, Republic of Congo, Côte d'Ivoire—the husband has the right to administer the joint property.

Comparing *Women, Business and the Law* data with Global Findex data shows that women are more likely to have a bank account in economies with a community property regime;¹⁹ however, where the husband has the right to administer the joint marital property, the share of women with a bank account decreases (figure 1.7).

FIGURE 1.7

WHERE HUSBANDS CONTROL MARITAL PROPERTY, WOMEN ARE LESS LIKELY TO HAVE AN ACCOUNT AT A FINANCIAL INSTITUTION

Account at a financial institution, female (% age 15+)



Source: Women, Business and the Law, Global Findex and World Development Indicators databases.

Note: The difference in the percentages illustrated is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 65 economies for which data are available. The regression results remain statistically significant at the 1% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.

Four economies have reformed the use of marital property over the past two years. Croatia introduced special provisions on transactions related to the marital home that require written spousal consent to alienate or encumber property used as a family home. Hungary added new provisions to the family law section of its civil code that prevent either spouse from disposing of the marital home while property is held in community and requiring the consent of the other spouse even after the marriage is dissolved until tenancy rights are settled. Kenya's new law on matrimonial property makes partial community of property the standard, and both spouses now have equal rights to administer joint property. In Nicaragua, the new family code makes separation of property the default regime and repeals provisions giving judges the power to decide ownership of assets when spouses disagree.

Getting a job

The getting a job indicator assesses restrictions on women's work, such as prohibitions on working at night or in certain industries. This indicator also covers laws on work-related maternity, paternity and parental benefits. All the economies covered by *Women, Business and the Law* have labor regulations that treat men and women differently. Some of the differences may facilitate women's participation in the workforce, but many prevent it. Differences in how the law treats women and men can affect women's incentives and ability to get the job of their choice.

Restrictions on women's work

Of the 173 economies surveyed by *Women, Business and the Law*, 100 restrict non-pregnant and non-nursing women from pursuing the same economic activities as men; some directly prohibit women from holding particular jobs (table 1.4).

Restrictions on working hours, sectors and occupations limit the range of jobs that women can hold and can lead to occupational segregation and confinement of women to low-paying sectors and activities. In fact, many of the jobs prohibited for women are in highly paid industries, such as mining and manufacturing. This has real implications for their earning potential. Restrictions on the types of work that women pursue can also hurt firms and the overall competitiveness of an economy because the pool of qualified candidates for open positions is artificially halved, reducing the likelihood of getting the most talented people.

Such laws can curtail women's economic choices. For example, the Russian Federation had a high gender earnings differential during its transition to a market economy largely because of occupational gender segregation. That segregation was related more to gender-based job restrictions in Soviet-era labor regulations, than to gender differences in education or the higher incidence of part-time work among women. Because of their maternity and childcare functions, women were considered a specific labor force barred from "unsuitable" occupations and encouraged to concentrate in health care, education, light industry and white collar jobs.²⁰

TABLE 1.4 TASKS AND OCCUPATIONS PROHIBITED TO WOMEN

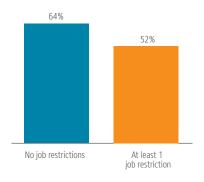
Economy	Examples
Argentina	Producing or manipulating explosives, flammable or corrosive materials, or working in or around such areas; working as a machinist or fire-stoker; selling distilled or fermented alcoholic beverages in any location or space in which they are dispensed; distilling alcohol and producing or mixing liquors; sizing or polishing glass, working in any location or site that regularly contains dust or irritating or toxic vapors; greasing or cleaning machinery in movement; loading or unloading ships, cranes or derricks; transporting incandescent materials.
France	Women may not carry loads greater than 25 kilograms or transport loads of greater than 45 kilograms with a wheelbarrow.
Madagascar	Preparing, handling and selling printed literature, posters, drawings, engravings, paintings, emblems, images and other objects whose sale, offer, exposure, display or distribution is punishable under criminal laws or, that without falling afoul of the law, are contrary to morality.
Pakistan	Working in the same room as a cotton-opener in a factory; working inside any factory to clean, lubricate or adjust any part of machinery while that part is in motion, or working between moving parts or between fixed and moving parts of any machinery.
Russian Federation	Truck driver in agriculture; freight train conductor; deckhand (boatswain, skipper, assistant skipper and sailors of all denominations) on ships of all types of fleets as well as floating docks and cranes for loading grain, cement, coal and other dusty cargo; worker in integrated teams and longshoreman engaged in loading and unloading in ports and harbors; woodworker; installer of antennas at high places; mining rig operator; operator of chemical treatment of wells; lift machinist in oil and gas industry; bulldozer machinist; plumber involving the repair of sewer networks; metal and alloy smelter; driver of loading machine; pipe, furnace and flue cleaner; controller of speed of train wagons.
United Arab Emirates	Manufacturing lead monoxide or a number of other lead derivatives and compounds; working in the asphalt industry, tanneries, or in bars; working with fertilizer derived from animal droppings or blood; welding by oxygen, ethylene, or electricity; making mercury mirrors; extracting silver from lead ashes; cleaning the workshops used for the three previous jobs; managing and monitoring mechanical machines; repairing or cleaning mechanical machines; flaying, chopping, and depilating animals and melting their fats; manufacturing charcoal from the bones of animals except the operation of isolating the bones before burning them.

Source: Women, Business and the Law database.

FIGURE 1.8

THE WAGE GAP IS LIKELY TO BE SMALLER WHERE THERE ARE NO JOB RESTRICTIONS ON WOMEN'S WORK

Estimated earned income, female to male ratio



Source: Women, Business and the Law and World Development Indicators databases; World Economic Forum Global Gender Gap Report 2014 (Table E3, p. 66)

Note: The difference in the estimated earned income, female to male ratio (2014), in economies with no restrictions on women's work and economies with at least 1 restriction is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 121 economies for which data are available. The regression results remain significant at the 5% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.

Currently women are prohibited from working in 456 specified jobs in Russia, ranging from driving a truck carrying agricultural produce to woodworking. In 2009, a woman applied to be an assistant driver in the St. Petersburg subway system and was turned down because the law prohibits women from holding such jobs. She challenged this in court on grounds of gender discrimination, but the Supreme Court of the Russian Federation rejected her argument and found the state's interest in protecting women's health a justifiable reason to enforce the prohibition.²¹

The getting a job indicator tracks 10 areas of job restrictions for women: mining, construction, factory work, metal work, weight-lifting limits, jobs deemed hazardous, jobs deemed arduous, jobs deemed morally inappropriate, other occupations not listed above, and other tasks not listed above.

Nearly every economy in the Middle East and North Africa has at least one restriction on women's work; 28 of 41 Sub-Saharan African economies examined have such restrictions, compared to only 8 of 32 OECD high-income economies examined. The OECD high-income economies that restrict the jobs women can do are Chile, Czech Republic, France, Israel, Japan, the Republic of Korea. Poland and Slovenia.

Women, Business and the Law finds that having restrictions on women's work lowers women's earning potential relative to men's (figure 1.8).

Maternity, paternity and parental leave

Women, Business and the Law measures the length of paid and unpaid maternity, paternity and parental leave, who pays it and the rate at which it is paid. Maternity, paternity and parental leave affects the choices women make and the opportunities available to them in the working world. But too much leave may undermine women's labor force participation if it makes women less competitive in the labor market and discourages employers from hiring women of child-bearing age.

Though maternity leave is standard in almost all economies, it varies greatly in duration, from a few weeks to a few years. Most maternity leave is paid, though economies vary on whether it is paid by employers, governments or both.

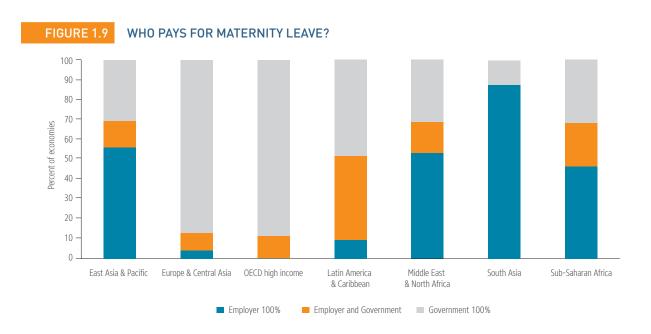
Of all the economies covered, only Tonga in East Asia and the Pacific and Suriname in Latin America and the Caribbean do not entitle parents to any kind of leave, paid or unpaid, when a child is born. Papua New Guinea provides unpaid maternity leave and the United States provides unpaid parental leave. All other economies provide paid maternity leave or offer maternity benefits through paid parental leave.

Of equal importance to having the benefit is the question of who pays for it. If firms must pay for maternity leave, from the employer perspective the cost of hiring women of reproductive age will be higher than the cost of hiring men. If, however, the cost of maternity leave is paid by the government, firms would not necessarily face higher costs for hiring women. In 51% of the economies that provide paid maternity leave, the government pays for maternity benefits, in 30% the employer pays the full cost and in 19% this cost is shared between the employer and the government (figure 1.9).

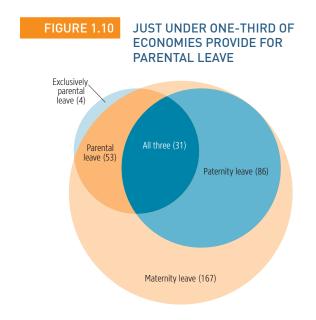
Parental benefits enabling mothers, fathers or both to take paid or unpaid time off to care for a newborn child can foster a more equitable division of childrearing responsibilities in the family. This in turn can give women greater opportunities for career advancement.

While 167 of 173 economies mandate maternity leave, paid or unpaid parental leave is still a rarity. Only 53 of the economies covered, none in Sub-Saharan Africa, have any form of parental leave (figure 1.10). And paternity leave is still only offered in half of economies.

Providing options for who takes parental leave can give both parents more flexible work schedules. This is especially relevant for mothers, whose return to the workforce after maternity leave may depend on their ability to share child-rearing



Source: Women, Business and the Law database.



Source: Women, Business and the Law database.

responsibility with their spouses. Regulatory schemes allowing parents to better balance parenthood with employment vary.

In Estonia and Lithuania, for example, parental leave is a family entitlement and decisions about who takes it and for how long

are made by both parents. Portugal uses bonuses to extend the total length of paid parental leave if both parents share it. Parents in Italy, Germany and Japan have similar options.

Recently, the Former Yugoslav Republic of Macedonia introduced unpaid parental leave, and Poland, Singapore and the United Kingdom introduced paid parental leave.

Providing incentives to work

Women, Business and the Law covers two areas that may affect a woman's incentive to work in paid employment: personal income tax regulations and the availability of public and/or subsidized private childcare.

Tax benefits

Gender differences in personal income tax regulations may affect a woman's decision to enter the workforce in the formal sector, especially if it means paying disproportionately higher taxes. In 16 of 173 economies—Benin, Brunei Darussalam, Burkina Faso, Cambodia, Republic of Congo, Fiji, Guinea, Indonesia, Iraq, the Lao People's Democratic Republic, Malaysia, Morocco, Niger, the Philippines, Togo and Tunisia— tax provisions directly favor men. These economies either grant men an explicit tax deduction or credit, or an implicit tax deduction or credit is granted to the male head of household.

In some of these economies, women can in limited circumstances also benefit from these provisions. For example, the

income tax law of Iraq grants women tax deductions if they are widowed or divorced. However, if women are married, the tax deduction is granted to the husband by default as the legal head of household. Other economies, such as Burkina Faso, allow women to claim the tax deduction if it has not already been claimed by their husbands. Only Israel, Singapore and Spain provide a specific tax credit or deduction to women.

Family care and women's employment

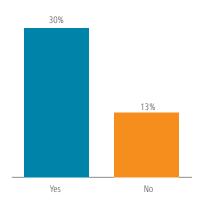
The ease, cost and availability of care for young children and free public education for school-age children can affect whether a mother decides to work outside the home for paid compensation or to stay at home with the children.

More public assistance for childcare may create opportunities for women to participate in the labor force because women are often the primary care-givers for children. The percentage of women who reported receiving wages in economies that provide public childcare was more than twice that in economies that do not (figure 1.11). Of the economies covered, 39 have

FIGURE 1.11

MORE WOMEN RECEIVE WAGES WHERE GOVERNMENTS SUPPORT CHILDCARE

Received wages in the past year, female (% age 15+)



Is childcare subsidized or publicly provided?

Source: Women, Business and the Law, Global Findex and World Development Indicators databases.

Note: The positive relationship between the percentage of females who report receiving salary or wages from an employer in the past 12 months (2014) and legislation subsidizing or mandating public provision of childcare for those too young for primary education is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 139 economies for which data are available. The regression results remain significant at the 1% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.

no public childcare facilities; 27 of these are low and middle-income economies.

Tajikistan now has a law on preschool education, including direct public childcare, and Turkey has introduced free preschool education for children ages 4–5.

Governments sometimes take women's unpaid care work into consideration when designing leave policies because women must often balance employment with care responsibilities for children, sick relatives and the elderly. Women, Business and the Law finds that 70 of the covered economies provide paid or unpaid leave to care for a sick relative. The Employment and Labor Relations Act of Tanzania, for example, allows employees to take at least four paid days to care for a sick child.

Building credit

Building credit identifies the minimum value of loans tracked by private credit bureaus and public credit registries and assesses bureaus and registries that collect information from microfinance institutions, retailers and utility companies. This edition expands coverage to legislation on nondiscrimination in access to credit on the basis of gender and marital status.

Recent initiatives to improve the collection of data on women's access to credit²² highlight the reality that women receive less credit than men. The reasons for women's credit constraints are often different from those of men.

Building a credit history

Where public credit registries and private credit bureaus only record loans above a certain threshold, they might exclude small borrowers, many of whom are female entrepreneurs. Where credit registries and bureaus do not record loans from microfinance institutions—for whom women make up a large share of borrowers—the good repayment histories of microfinance clients cannot be leveraged. Finally, where information from nonbank institutions, such as retailers and utilities, is not used to assess borrower creditworthiness, it excludes those who lack traditional banking relationships, many of whom are women.

Of the 173 economies covered by *Women, Business and the Law,* 30 do not have a public credit registry or private credit bureau that covers more than 5% of the population. Among the 143 economies that have credit reporting institutions covering more than 5% of the population, 14 have minimum loan thresholds higher than 1% of income per capita.

Nondiscrimination under the law

However, even with a credit rating based on successful payment of retail or utility bills, lenders may discriminate against women. This edition of *Women, Business and the Law* includes

new questions on whether legislation prohibits discrimination in access to credit based on either gender or marital status.

The United States led the way in nondiscrimination in access to credit with the Equal Credit Opportunities Act of 1974, thanks to the efforts of a female Representative who inserted the terms *sex* and *marital status* into the legislation and called out male committee members for their "oversight" in initially not including them as protected categories.²³ The law specifically prohibits discrimination based on sex and marital status with respect to any aspect of a credit transaction.

Globally, 46 economies require nondiscrimination in access to credit on the basis of gender (table 1.5).

The Australian Sex Discrimination Act, for example, prohibits discrimination on the grounds of sex when providing services

relating to banking, insurance and the provision of grants, loans, credit or finance.²⁴

Of the 46 economies that prohibit discrimination on the basis of gender, 24 also prohibit discrimination based on marital status: Australia; Austria; Bolivia; Bosnia and Herzegovina; Bulgaria; Canada; Croatia; France; Hong Kong SAR, China; Hungary; Ireland; Mexico; Mongolia; Morocco; the Netherlands; New Zealand; Peru; Philippines; Puerto Rico, territory of the United States; Slovak Republic; South Africa; Trinidad and Tobago; United Kingdom and the United States.

Even in economies that do not legislate nondiscrimination in access to credit, women's access can be bolstered by programs targeting women entrepreneurs, which exist in economies as varied as Brazil, Nigeria and Vietnam (box 1.4).

TABLE 1.5 WHERE DISCRIMINATION IN ACCESS TO CREDIT IS PROHIBITED

Region	Economies
East Asia & Pacific	Hong Kong SAR, China; Mongolia; Philippines; Vietnam (4)
Europe & Central Asia	Azerbaijan; Bosnia and Herzegovina; Bulgaria; Croatia; Kosovo; Kyrgyz Republic; Latvia; Lithuania; Moldova; Romania (10)
Latin America & Caribbean	Bolivia; Mexico; Peru; Puerto Rico (U.S.); Trinidad and Tobago (5)
Middle East & North Africa	Malta; Morocco (2)
OECD high income	Australia; Austria; Belgium; Canada; Czech Republic; Denmark; Finland; France; Germany; Greece; Hungary; Ireland; Italy; Luxembourg; Netherlands; New Zealand; Poland; Portugal; Slovak Republic; Slovenia; Spain; Sweden; United Kingdom; United States (24)
Sub-Saharan Africa	South Africa (1)

Source: Women, Business and the Law database.

BOX 1.4 SPOTLIGHT ON NIGERIA

In 2003, Nigeria's Federal Ministry of Women Affairs and Social Development in cooperation with the Bank of Industry established the Business Development Fund for Women (BUDFOW), a \$1.5 million initiative that provides individual women entrepreneurs with low-interest loans, technical support and capacity-building training to expand their businesses. Any adult Nigerian woman can make the case to the BUDFOW that expansion of her business is stalled due to lack of access to funding. From 2011 to 2013, 56 female-run businesses received approximately \$500,000 from the revolving loan scheme.

In another initiative, highlighting the country's commitment to decrease gender disparity, the Central Bank of Nigeria in 2011 formulated a policy target to increase women's access to financial services by 15 percent annually. To achieve this goal it set up the Micro, Small and Medium Enterprises Development Fund which provides microcredit loans. Sixty percent of funds amounting to roughly \$810 million disbursed by partner financial institutions are reserved for women entrepreneurs.

Source: "Business Fund for Women," Bank of Industry Nigeria, accessed June 12, 2015. http://boinigeria.com/business-fund-for-women/; "Microfinance Policy Framework for Nigeria. Revised, April 29, 2011," Central Bank of Nigeria, http://www.cenbank.org/out/2011/pressrelease/gvd/revised%20microfinance%20policy%20july%2012%202011.pdf; "Micro, Small and Medium Enterprises Development Fund (MSMEDF) Guidelines, Revised, August 2014," Central Bank of Nigeria, http://www.cenbank.org/Out/2014/DFD/MSMEDF%20GUIDELINES%20%20.pdf; Federal Ministry of Women Affairs & Social Development, Economic Services Department, Nigeria, 2013, http://www.womenaffairs.gov.ng/index.php/department/economic-services; "2013 Ministerial Platform: A Mid-Term Report on the Progress & Achievements of President Goodluck Jonathan's Administration in the Federal Ministry of Women's Affairs and Social Development," June 25, 2013, http://fmi.gov.ng/wp-content/uploads/2013/06/2013-MP-WA.pdf.

Going to court

The going to court indicator examines women's access to justice by looking at the number of women justices in constitutional courts and examining whether there are small claims courts.

Women's access to justice can be hindered by limits on their representation in judicial institutions. The United Nations estimates that globally women account for 27% of all judges.²⁵ However, evidence is emerging that women judges can make a difference in cases where gender is an issue. For example, an analysis of U.S. federal appellate cases in 1999, 2000 and 2001 found that in cases involving sex discrimination or sexual harassment, plaintiffs were twice as likely to win when a woman was on the panel deciding the cases. The data showed both that women judges were significantly more likely than their male counterparts to find for the plaintiff and that having a woman on the panel increased the probability that male judges would support the plaintiff.²⁶

Women justices may also matter in cases other than sex discrimination or sexual harassment cases. For example, in Tanzania the Hon. Ms. Munuo wrote a decision for the High Court in *Ndossi v. Ndossi* holding that the nondiscrimination clause of the Constitution entitled a widow to administer her estate on behalf of her children.²⁷ This decision expanded constitutional protections to women and domesticated international human rights instruments, including the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW).

Women, Business and the Law finds that in the 153 economies where there are constitutional courts, 122 have at least one female justice, and women are chief justices in 26 economies (figure 1.12). The regional distribution of female justices is disproportionate, however, as there is not one female chief justice in the Middle East and North Africa or in South Asia.

Small claims courts

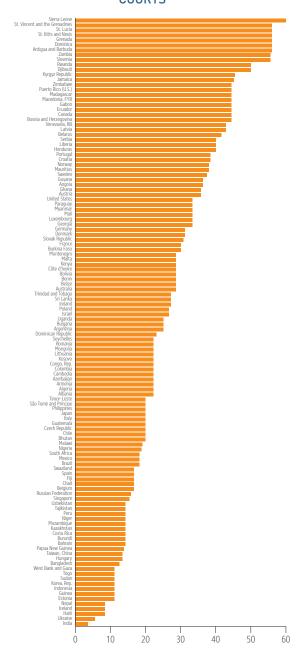
Although most economies do not prevent women from accessing the court system, many do not make it easy for them to do so. Legal formalities and the costs of litigation, both direct and incidental, discourage poor people from accessing courts. ²⁸ Even for relatively simple disputes, legal formalities are associated with lower enforceability of contracts, longer duration of cases and a perception among participants of lower-quality justice. ²⁹

Small claims courts have jurisdiction over civil cases when less than a specified monetary threshold is at issue. Procedures of these courts are simplified; the reduced cost and faster processes to render a judgment make them ideal for small businesses, many of which are owned by women.

Small claims courts expedite dispute resolution and improve access to justice for minor disputes of relatively low value. They do

FIGURE 1.12

PERCENTAGE OF FEMALE JUSTICES IN CONSTITUTIONAL COURTS



Source: Women, Business and the Law database.

Note: Thirty economies do not have a woman on the constitutional court. These economies are: Afghanistan; Cameroon; the Democratic Republic of Congo; the Arab Republic of Egypt; El Salvador; Equatorial Guinea; Hong Kong SAR, China; the Islamic Republic of Iran; Iraq; Jordan; Kuwait; Lebanon; Maldives; Mauritania; Moldova; Morocco; Namibia; Nicaragua; Pakistan; Panama; Qatar; Senegal; South Sudan; the Syrian Arab Republic; Thailand; Tonga; Turkey; United Arab Emirates; Uruguay and the Republic of Yemen. A further 20 economies do not have a constitutional court.

so by setting aside legal formalities and using simplified procedures. Simpler processes and more relaxed rules lower costs for claimants, who can file and present their own cases; filing fees are lower and judges issue decisions rapidly.³⁰ For small business owners, small claims courts can be a preferable forum for resolving simple disputes.³¹

Fifty-three economies do not have small claims courts or fast-track procedures for smaller claims. While more than 90% of OECD high-income economies have such courts, only 46% of economies in Sub-Saharan Africa do. A few economies have made positive changes in this area; Kazakhstan introduced small claims courts in 2014 and Chad, Colombia, Costa Rica and Trinidad and Tobago raised the maximum amount they can decide on

Protecting women from violence

The protecting women from violence indicator examines laws on domestic violence against women and the existence and scope of laws on sexual harassment. The data for this edition expands coverage to whether women are protected from marital rape, what the legal age of marriage is for boys and girls, and whether protection orders can be authorized.

Violence affects women and girls of all ages, regardless of location, income level or social status. It can undermine women's economic empowerment by preventing employment and blocking access to other financial resources. In Tanzania, for example, the earnings of women in formal wage work who are exposed to severe partner violence are 60% lower than women who are not exposed.³² Conversely, economic empowerment seems to protect women from violence: women living in wealthier households have a 45% lower risk of violence than those living in poorer households.³³

Domestic violence: Greater protection at home

Globally, the most common form of violence women experience is from an intimate partner.³⁴ Almost one-third of all women who have been in a an intimate relationship have experienced physical or sexual violence. Indeed, intimate partners commit as many as 38% of all murders of women.³⁵ Legal protection against domestic violence is crucial to reduce impunity and open avenues for redress. *Women, Business and the Law* has found that life expectancy for women is higher where they are legally protected from domestic violence (figure 1.13).

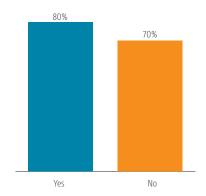
Domestic violence legislation varies greatly in scope and applicability. The data examine where economies have legislation on domestic violence and whether it covers different types of abuse (box 1.5).

Of the economies covered, 127 have laws on domestic violence, of which 95 cover both physical and sexual violence and

FIGURE 1.13

WOMEN'S LIFE EXPECTANCY AND LEGAL PROTECTION FROM DOMESTIC VIOLENCE

Survival to age 65, (% of cohort)



Is there legislation that specifically addresses domestic violence?

Source: Women, Business and the Law and World Development Indicators databases.

Note: The positive relationship between female survival to age 65 (% of cohort; 2013) and laws that specifically address domestic violence is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 168 economies for which data are available. The regression results remain statistically significant at the 5% level even after controlling for the proportion of seats held by women in national parliaments (2014) and the ratio of female to male enrollment in secondary education (2012). This statistical relationship should not be interpreted as causal.

122 cover psychological violence. Economic violence, which can result in women being deprived of the economic means to leave an abusive relationship, is rarely covered. Subjecting women to economic violence is not addressed in 94 of the total 173 economies for which data has been collected.

Laws covering all four types of violence are prevalent in Europe and Central Asia, and in South Asia, where about 74% of economies examined cover physical, sexual, emotional, and economic abuse. This is also the case in 63% of economies in Latin America and the Caribbean, 44% in East Asia and the Pacific, 37% in Sub-Saharan Africa and 25% of OECD high-income economies.

In 2014, Lebanon adopted Law 293 on the Protection of Women and Family Members from Domestic Violence—the only law in the Middle East and North Africa to cover all four forms of violence. Additionally, Italy and FYR Macedonia, amended their domestic violence legislation to cover financial violence, and Belarus, Latvia, Saudi Arabia and Tonga enacted new laws on domestic violence.

BOX 1.5 DEFINING DOMESTIC VIOLENCE

Domestic violence is gender-specific violence, commonly directed against women, occurring in the family and in interpersonal relationships. Interpersonal relationships can refer to partners who do not live together or are not married. The abuse can be physical, emotional or psychological, sexual, or financial or economic:

- Physical violence is any intentional behavior that offends a woman's bodily integrity or health.
- Emotional or psychological violence is any conduct or behavior that causes emotional damage, reduces self-worth or self-esteem or aims at degrading or controlling a woman's actions, behaviors, beliefs and decisions by means of threat, embarrassment, humiliation, manipulation, isolation, constant surveillance or pursuit, insult, intimidation, blackmail, ridicule, exploitation or any other behavior that damages a woman's psychological health.
- Sexual violence is any conduct or behavior that forces a woman to witness, maintain or participate in unwanted sexual contact or behavior by means of intimidation, threat, coercion or use of force, including sexual assault, marital rape or forcing any type of sexual activity without consent.
- Financial or economic violence is any conduct or behavior involving the use or misuse of the partner's consent regarding their financial resources or assets, including the deprivation, retention or subtraction of money or property or by other means making or attempting to make a woman financially dependent by maintaining control over financial resources.

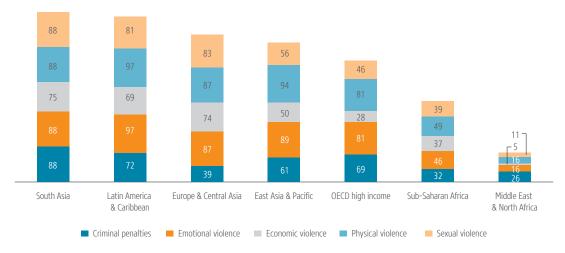
Source: United Nations General Assembly, Declaration on the Elimination of Violence against Women, December 20, 1993; United Nations Economic and Social Council 1996; UNHCR 2005; United Nations 2010.

However, in many economies, women still have no legal protection. In fact, 46 out of the 173 covered economies have yet to enact laws to address domestic violence (figure 1.14). Seven economies—Belgium, Canada, Estonia, Iceland, Morocco, the Netherlands and Tunisia—have no explicit laws on domestic violence but have addressed the issue by intensifying penalties

when criminal offences are committed against spouses or within the family.

In economies which have neither enacted legislation on domestic violence nor increased penalties for intra-family violence, violence within the family can still be prosecuted under general criminal laws such as assault. However, specific laws on

FIGURE 1.14 COVERAGE AND SCOPE OF DOMESTIC VIOLENCE LAWS, BY PERCENTAGE OF ECONOMIES IN A REGION



Source: Women, Business and the Law database.

Note: Data indicate percentage of economies in a region with legislation.

domestic violence provide clarity by addressing the unique elements of intra-family violence and incorporate mechanisms to protect and support women seeking assistance.

In Latin American and the Caribbean, East Asia and the Pacific and South Asia, only Haiti, Myanmar and Afghanistan have no laws on domestic violence. In Europe and Central Asia, Armenia, Russia and Uzbekistan have no laws on domestic violence.

Legislation on domestic violence is less prevalent in the Middle East and North Africa, where only 4 out of 19 economies covered have enacted such laws, and in Sub-Saharan Africa, where about half of the covered economies have done so.

Over the past 25 years, the number of economies introducing laws addressing domestic violence has risen precipitously from close to zero, to 118. This increase has been driven by international and regional human rights conventions and campaigns (figure 1.15).

Protection orders: Making laws more effective

Protection orders are among the most effective remedies available to victims of violence.³⁶ A 2009 study conducted in the United States, shows that protection orders are effective in reducing violence while increasing the victim's safety, and further have a positive impact in terms of cost savings for the state.³⁷ In 124 of 173 economies, victims of domestic violence may seek such measures to limit an abuser's behavior. Where protection orders exist, they generally allow for removal of the perpetrator

from the common home and prohibit contact with the victim. Albania's Law on Measures against Violence in Family Relations, for example, provides for ordering the perpetrator to leave the common home and pay rent for the victim's residence. There are similar provisions in 113 other economies covered, and in 94% of the economies that have protection orders, the perpetrator can be prohibited from contacting the victim.

Establishing specialized courts or procedures for domestic violence cases may make legal action more effective. Approaches taken include setting up dedicated courts to handle all domestic violence cases, establishing fast-track procedures or authorizing specific orders of protection for domestic violence cases.

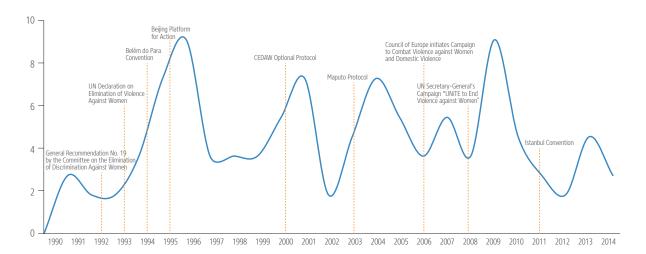
For example, Brazil's Maria da Penha Law provides for the creation of domestic and family violence courts. In Nepal, the supreme court mandated the establishment of fast-track courts in addition to the in-camera hearings that the Domestic Violence Crime and Punishment Act provides for.³⁸ Of the 173 economies covered, 117 have specialized courts or procedures for domestic violence cases.

Sexual harassment

Although women are statistically at greater risk of violence from an intimate partner, sexual harassment and other forms of sexual violence are common in many settings. Globally, 7% of women have been sexually assaulted by someone other than a partner. In New Zealand and Australia, 10% to 20% of women have experienced sexual violence from non-partners.³⁹ Women who have experienced

FIGURE 1.15

ECONOMIES INTRODUCING LAWS ON DOMESTIC VIOLENCE



Source: Women, Business and the law database.

this are 2.3 times more likely to have alcohol use disorders and 2.6 times more likely to suffer from depression or anxiety.⁴⁰

Sexual harassment is a common form of sexual violence against women. It affects women and girls not only at work and in educational institutions but also in public places. Within European Union economies, for example, 40% to 50% of women have experienced unwanted sexual advances, physical contact or other forms of sexual harassment at work.⁴¹

Women, Business and the Law data show that 41 economies out of the 173 examined have no laws against sexual harassment. Where laws do exist, they vary in the areas covered, such as employment, education and public places. Specific provisions covering sexual harassment in employment are the most common, having been enacted in 114 economies.

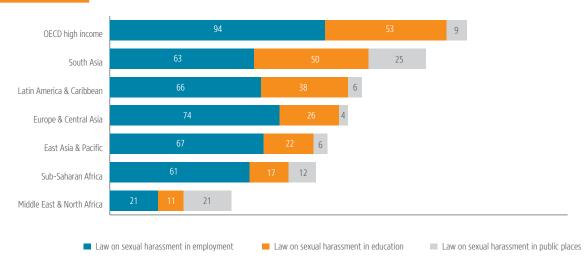
Laws on sexual harassment in education are less common: only 52 economies specifically protect girls from sexual harassment in schools. And only 18 economies specifically protect women from sexual harassment in public places. These laws are most prevalent in South Asia and the Middle East and North Africa (figure 1.16). The French government recently unveiled measures to curb sexual harassment in public transportation after a poll in which 100% of women surveyed said they had been confronted with the problem. Measures include introducing an emergency telephone number to report harassment and the creation of an app to geo-locate reported incidents.⁴²

Recently, Egypt amended its criminal code to apply to sexual harassment. Peru introduced legislation on sexual harassment in public spaces, and Mozambique introduced legislation on sexual harassment in education.

Where laws fail to fully protect women

In recent years, regional and international human rights instruments have recognized the need for legal protection and called for enactment of laws covering all forms of violence against women. Despite progress, however, some economies still have no legal protections against domestic violence or sexual harassment. Women, Business and the Law data show that 18 economies have no legislation in either area: Afghanistan; Cameroon; Chad; Republic of Congo; Djibouti; Equatorial Guinea; Gabon; Guinea; Haiti; Islamic Republic of Iran; Liberia; Mali; Mauritania; Oman; Russia; South Sudan; Swaziland; and Uzbekistan.

FIGURE 1.16 SEXUAL HARASSMENT LAWS, BY PERCENTAGE OF ECONOMIES IN A REGION



Source: Women, Business and the Law database.

Note: Data indicate percentage of economies in a region with legislation.

Notes

- 1 World Bank 2011; UN Women 2015.
- 2 Miller 2008.
- 3 Historical Data: 50 Years of Women's Rights data, Women, Business and the Law, available at: http://wbl.worldbank.org/ data/timeseries.
- 4 Demirguc-Kunt, Klapper and Singer 2013.
- 5 Chattopadhyay and Duflo 2004.
- 6 Chen 2010.
- 7 Credit Suisse 2012.
- 8 "Boards without Women Breed Scandal," Sophia Grene and Chris Newlands, Financial Times, March 8, 2015, http://www.ft .com/intl/cms/s/0/cdb790f8-c33d-11e4-ac3d-00144feab7de .html#axzz3k2S6jnmR.
- The European Commission proposed a Directive to increase gender parity on corporate boards. The Commission, with the support of the European Parliament, recommends the adoption of binding legislation introducing measures to achieve representation of 40% of the under-represented sex in non-executive positions on the boards of publicly listed companies (excluding small and medium enterprises), though the directive does not use the word quota, instead recommending that companies establish criteria to attain the percentage. Member states would have to meet the target by 2020.
- 10 Allendorf 2007; Duflo 2003; Swaminathan, Lahoti and Suchitra, 2012.
- 11 Friedemann-Sánchez 2008; Deere and León 2001, 2003.
- 12 Deere and León 2003; Quisumbing and Hallman 2005; Deere and Doss 2006.
- 13 Ali, Deininger and Goldstein 2015.
- 14 Goldstein and Udry 2008.
- 15 FAO 2011.
- 16 Oduro 2014.
- 17 Deininger, Goyal and Nagarajan 2010; Deininger and others 2014.
- 8 World Bank 2013.
- 19 Note that Global Findex data do not distinguish between joint and individual bank accounts, so it is impossible to say whether a woman shares a bank account with her husband or has her own account.

- 20 Lebedev and Radevich 2014; Oglobin 1999.
- 21 Decision of the Supreme Court of the Russian Federation of 21 May 2009 N KAC09-196 available at: http://www.consultant.ru/document/cons_doc_LAW_88941/.
- "Global Banking Alliance for Women Announces Partnership to Close Gender Data Gap in Finance," Multilateral Investment Fund, New York, December 15, 2014, http://www.fomin.org/en-us /Home/News/PressReleases/ArtMID/3819/ArticleID/2769/Global -Banking-Alliance-for-Women-announces-partnership-to-close -gender-data-gap-in-finance.aspx.
- 23 "Lindy Boggs, Longtime Representative and Champion of Women, Is Dead at 97," Douglas Martin, New York Times, July 27, 2013, http://www.nytimes.com/2013/07/28/us/politics/lindy-boggs -longtime-representative-from-louisiana-dies-at-97.html?_r=1.
- 24 Sex Discrimination Act 1984, Sec. 22.
- 25 UN Women 2011.
- 26 Peresie 2005.
- 27 Hallward-Driemeier and Hasan 2012.
- 28 Gloppen and Kanyongolo 2007.
- 29 Djankov, La Porta, Lopez-de-Silanes and Shleifer 2003.
- 30 Zucker and Herr 2003.
- 31 Yew 2008.
- 32 Klugman et al. 2014.
- 33 Klugman et al. 2014.
- 34 WHO 2013.
- 35 WHO 2013.
- 36 United Nations 2010.
- 37 Logan, Walker, Hoyt and Faragher 2009.
- 38 "Nepal: Fast-Track Courts Ordered for Cases Involving Women, Children," The Library of Congress, http://www.loc.gov/lawweb /servlet/lloc_news?disp3_I205401837_text.
- 39 United Nations 2006.
- 40 WHO 2013.
- 41 United Nations 2006.
- 42 "France Unveils Plan to Tackle Sexual Harassment," *The Local,* July 9, 2015, http://www.thelocal.fr/20150709 /france-to-tackle-sexual-harassment-on-transport.

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2. About Women, Business and the Law

Though legal gender parity has improved around the world, major differences persist. Many laws continue to prevent women from improving their own well-being and that of their families by working or running a business.

Datasets such as the World Bank Group's *Enterprise Surveys* and *Doing Business* have led the way in providing information on the challenges confronting firms and entrepreneurs in starting and expanding their businesses and creating jobs. But women often face additional constraints in starting businesses and navigating the workforce.

How can governments improve women's access to entrepreneurial and employment activities? Answering that question requires understanding many factors—from access to education and healthcare, to social and cultural norms, and many things beyond. One important factor is how laws, regulations and institutions differentiate between women and men in ways

that affect women's incentives or capacity to work or to set up and run a business.

Since its inception in 2009, *Women, Business and the Law* has collected unique data on laws and regulations constraining women's entrepreneurship and employment. The dataset illuminates how government policies limit women's full economic participation through unequal laws and a business environment which does not adequately support the businesses women tend to concentrate in.

By gathering and analyzing comprehensive quantitative data to compare legal gender differences across economies and over time, *Women, Business, and the Law* offers objective and measurable benchmarks for assessing where reforms have occurred that can also be helpful in measuring global progress toward legal gender equality (box 2.1).

BOX 2.1

BEIJING + 20: MEASURING PROGRESS TOWARDS GENDER EQUALITY

Twenty years ago, the Beijing Declaration and Platform for Action brought together over 17,000 participants from across the world to promote women's empowerment and equality. The Platform for Action marked an ambitious agenda to advance women's rights in a variety of areas, such as power and decision-making, the girl child, the economy, poverty, violence, human rights and education.

Every five years in the ensuing two decades, the Commission on the Status of Women has reviewed progress on the Platform. Leading up to the Commission's 59th session in March 2015, a majority of UN member states reviewed the status of national implementation to guide the Commission in adopting a post-2015 agenda.

Positive outcomes were observed on poverty reduction, female political and economic participation and reforms conferring equal legal rights to men and women. Moreover, the gender gap in primary education has nearly closed globally. Concerns remain on the disproportionate impact of poverty on women, who are also more likely to do unpaid care and domestic work than men and are often paid less in formal employment. Discriminatory legislation, particularly in the area of family law, persists. And despite legislative advances, violence against women and girls is still a major problem in all regions. Worldwide an estimated 35% of women have been victims of intimate partner violence or non-partner sexual abuse. However, women also face many other forms of violence, including through early and forced marriage.

The Beijing Platform continues to serve as a landmark document setting out key issues on women's rights and reforms that have yet to be achieved.

Sources: UN Economic and Social Council 2014; UN Economic and Social Council 2013/18: Future Organization and Methods of Work of the Commission on the Status of Women, Resolution adopted by the Economic and Social Council, July 24, 2013; WHO 2013.

TABLE 2.1 EXPANDED GEOGRAPHIC COVERAGE

Region	Economies previously in the dataset	Economies added to the dataset
East Asia & Pacific	Cambodia; China; Fiji; Hong Kong SAR, China; Indonesia; Lao PDR; Malaysia; Mongolia; Papua New Guinea; Philippines; Singapore; Taiwan, China; Thailand; Vietnam	Brunei Darussalam; Myanmar; Timor-Leste; Tonga
Europe & Central Asia	Albania; Armenia; Azerbaijan; Belarus; Bosnia and Herzegovina; Bulgaria; Croatia; Georgia; Kazakhstan; Kosovo; Kyrgyz Republic; Latvia; Lithuania; Macedonia, FYR; Moldova; Montenegro; Romania; Russian Federation; Serbia; Tajikistan; Turkey; Ukraine; Uzbekistan	0
OECD high income	Australia; Austria; Belgium; Canada; Chile; Czech Republic; Denmark; Estonia; Finland; France; Germany; Greece; Hungary; Iceland; Ireland; Israel; Italy; Japan; Korea, Rep.; Netherlands; New Zealand; Norway; Poland; Portugal; Slovak Republic; Slovenia; Spain; Sweden; Switzerland; United Kingdom; United States	Luxembourg
Latin America & Caribbean	Argentina; Bolivia; Brazil; Colombia; Costa Rica; Dominican Republic; Ecuador; El Salvador; Guatemala; Haiti; Honduras; Jamaica; Mexico; Nicaragua; Panama; Paraguay; Peru; Puerto Rico (U.S.); Uruguay; Venezuela, RB	Antigua and Barbuda; Bahamas, The; Barbados; Belize; Dominica; Grenada; Guyana; St. Kitts and Nevis; St. Lucia; St. Vincent and the Grenadines; Suriname; Trinidad and Tobago
Middle East & North Africa	Algeria; Egypt, Arab Rep.; Iran, Islamic Rep.; Jordan; Kuwait; Lebanon; Morocco; Oman; Saudi Arabia; Syrian Arab Republic; Tunisia; United Arab Emirates; West Bank and Gaza; Yemen, Rep.	Bahrain; Djibouti; Iraq; Malta; Qatar
South Asia	Bangladesh; India; Nepal; Pakistan; Sri Lanka	Afghanistan; Bhutan; Maldives
Sub-Saharan Africa	Angola; Benin; Botswana; Burkina Faso; Burundi; Cameroon; Chad; Congo, Dem. Rep.; Congo, Rep.; Côte d'Ivoire; Ethiopia; Gabon; Ghana; Guinea; Kenya; Lesotho; Liberia; Madagascar; Malawi; Mali; Mauritania; Mauritius; Mozambique; Namibia; Niger; Nigeria; Rwanda; Sierra Leone; Senegal; South Africa; Sudan; Tanzania; Togo; Uganda; Zambia; Zimbabwe	Equatorial Guinea; São Tomé and Príncipe; Seychelles; South Sudan; Swaziland

Women, Business and the Law 2016, the fourth in a series, provides data on legal and regulatory barriers to women's entrepreneurship and employment in 173 economies, up from 143 covered in the 2014 edition (table 2.1).

This expansion enhances the global data on laws and regulations that affect women's prospects as entrepreneurs and employees while also making it easier to compare economies. The inclusion of 30 additional economies will further inform research and policy discussions on improving women's economic opportunities and outcomes.

What does Women, Business and the Law measure?

Women, Business and the Law 2016 provides quantitative measures of laws and regulations that affect women's economic opportunities in seven areas: accessing institutions, using property, getting a job, providing incentives to work, going to court, building credit and protecting women from violence.²

 Accessing institutions explores women's legal ability to interact with public authorities and the private sector in the same ways as men. This indicator provides disaggregated information on 11 categories of legal ability, highlighting differences between married and unmarried women. It also assesses constitutional protections from discrimination and the use of gender quotas in government and the private sector. This edition expands the coverage on quotas to political party candidate lists.³

- Using property analyzes women's ability to own, manage, control and inherit property. It also examines women's ownership rights in the marital home and whether legislation accounts for nonmonetary contributions, such as unpaid care for children or the elderly.
- Getting a job assesses restrictions on women's work, such
 as prohibitions on working at night or in certain industries.
 This indicator also covers laws on work-related maternity,
 paternity and parental benefits and retirement ages.
- Providing incentives to work examines personal income tax liabilities, taking into account tax credits and deductions that may differ for women and men. This indicator covers both taxation and such public services as childcare and education.
- Going to court examines access to small claims courts, whether women's testimony in court is given the same evidentiary weight as that of men, and the number of women justices—including chief justices—in constitutional courts
- Building credit identifies the minimum value of loans tracked by private credit bureaus and public credit registries and assesses bureaus and registries that collect

information from microfinance institutions, retailers and utility companies. This edition expands coverage to legislation on nondiscrimination in access to credit on the basis of gender and marital status.

Protecting women from violence examines laws on domestic violence against women and the existence and scope of laws on sexual harassment. This edition expands coverage to whether women are protected from marital rape, what the legal age of marriage is for boys and girls and whether protection orders can be authorized.⁴

Women, Business and the Law presents two main types of indicators: those which capture legislation with direct gender dimensions and are based on a reading of laws from the perspective of women, and those which are not gender-specific but favor inclusiveness by supporting the businesses women tend to concentrate in—smaller, informal and more likely to be home-based.

Why this focus?

Gender equality favors a variety of positive development outcomes. Women tend to spend more household income on benefits for their families, such as children's nutrition, health and education, while men spend more on private goods. Such spending patterns raise living standards and expand the pool of potential contributions to economic growth. For instance, increased access to education for girls is one of many factors that brings down fertility rates. When fertility rates are lower, rates of human capital and per capita income growth rise, creating a positive economic effect. Thus, economies that integrate women into the workforce could experience higher economic growth. Conversely, restrictions on women's ability to work may have negative effects on prosperity.

Legal gender differences are estimated to significantly decrease female labor force participation and undermine GDP growth. The World Bank's World Development Report on Gender Equality and Development estimated that eliminating barriers discriminating against women working in certain sectors or occupations could increase labor productivity by as much as 25% in some economies, simply by increasing women's labor force participation. This would also contribute to higher GDP growth. Research shows that legal gender equality is associated with lower gender gaps in labor force participation without any significant effect on male participation rates. 12

Gender gaps in women's entrepreneurship and labor force participation account for estimated income losses of 27% in the Middle East and North Africa, 19% in South Asia, 14% in Latin America and the Caribbean and 10% in Europe.¹³ Worldwide, if all women were excluded from the labor force, income per capita would be nearly 40% lower.¹⁴ Similarly, it is predicted that in Bangladesh increasing the female labor force participation rate over the next decade from 34% to 82%, the current

rate of male participation, would add 1.8 percentage points to potential GDP growth each year and help to lift the country to medium-income level by 2021. 15 To achieve this, policies should go beyond anti-poverty programs to focus on childcare, transportation and removing legal restrictions on women's work. 16

The Women, Business and the Law indicators build on the growing body of research and empirical evidence that stresses the importance of legal and institutional frameworks in shaping women's economic opportunities and improving gender equality (table 2.2). Research has called into question the notion that economic growth alone increases gender equality. Rather, continuous policy commitments to gender equality might be required to achieve it.¹⁷

What does *Women, Business and the Law* not measure?

Equal opportunities for women in business and the workplace depend on an interplay of economic, social and cultural factors. For example, unless women have opportunities to get an education or build their skills, equalizing laws affecting entrepreneurship and employment mean little. Equalizing the ability to work might not result in more women entering the workforce if they are still expected to be the primary caregivers for their children and access to childcare is limited. Other factors, such as infrastructure—for example, safe transportation, might also affect women's ability and desire to work in certain locations or at night.

While recognizing that many issues affect women's economic opportunities, *Women, Business and the Law* focuses on the formal legal and regulatory environment that determines whether women can open their own businesses or work. Not everything of importance is covered by the indicators. Rather, the report is concerned with the laws governing the formal economy. Though most women in developing economies start businesses or work in the informal economy, a goal of this project is to define some of the features of the legal framework which make it more difficult for women to transition from the informal to the formal economy.

Customary law can exist in parallel with formal legal regimes. Where these systems exist together, customary law can determine a woman's rights in marriage or to property and inheritance, which are often different from the rights the statutory legal system grants. Women, Business and the Law tries to partially cover customary law by examining its constitutional treatment. In particular, the data examine whether customary law is exempt from constitutional provisions on nondiscrimination and equality. Actual application of customary law is not covered because it is often uncodified, which makes it difficult to define its rules. In Sub-Saharan Africa customary law plays a

TABLE 2.2

WOMEN, BUSINESS AND THE LAW INDICATORS AND ASSOCIATED RESEARCH

Indicator	Associated research
Accessing institutions	In 2000 Ethiopia revised its Family Code. Among other things, the reform eliminated a husband's ability to stop his wife from working. Though the reform has been implemented throughout Ethiopia, it was first introduced in three regions and two cities. Two nationally representative surveys, one before the reform and the other five years later, allowed researchers to estimate its impact. Where the reform occurred, women's labor force participation and work outside the home increased. Women were also more likely to work full-time and in higher-skilled jobs. ^a
Using property	The World Bank <i>Voice and Agency</i> study found a close relationship between marital property regimes and women's reported ownership of housing or land. ^b Not only are secure property rights important for women's welfare but the structure of marital property regimes also has a significant influence on the distribution of wealth within families. ^c
Getting a job	Restrictions on the hours women work or the industries they can work in also limit their ability to get the jobs they want and their earning potential. The Russian Federation had a high gender earnings differential during its transition to a market economy largely because of legal restrictions on the jobs women could perform. Meanwhile, research shows a strong positive relationship between having legislation on nondiscrimination in hiring on the basis of gender and women's employment relative to men's in 58 developing countries.
Providing incentives to work	Personal income tax liability can affect workers' decisions about how much or whether to work. Women, particularly those who are married, are more negatively affected by income tax rules. In contrast, support for mothers—such as tax credits and the availability of childcare—increases women's participation in the labor force.
Building credit	The gender asset gap can undermine women's bargaining power and capacity to engage in economic activities. Access to formal credit relies heavily on asset-based lending. For instance, banks in Ghana greatly prefer land and buildings as collateral, but where women have more limited access to property, they have less ability to use property as collateral, limiting their access to credit. That is why reputation collateral, such as a record of successful repayments to microfinance institutions or retailers, may help women build their credit histories and ultimately access finance.
Going to court	Both direct and incidental legal formalities and litigation costs discourage poor people—regardless of their gender—from accessing courts. Even for relatively simple disputes, legal formalities are associated with less contract enforcement, longer cases and perceptions of lower-quality justice. One-stop shops such as small claims courts can improve access to justice for both men and women.
Protecting women from violence	In economies where there is a high prevalence of violence against women, women are less likely to have formal accounts, savings or credit. In Tanzania, for example, women in formal wage work who are exposed to severe partner violence earn 60 percent less than women who are not exposed to such violence.

^a Hallward-Driemeier and Gajigo 2010. ^b World Bank 2014. ^c Deere et al. 2013. ^a Oglobin 2005. ^a Amin and Islam 2015. ^f Eissa 1995; Eissa and Hoynes 2004; Eissa, Kleven and Kreiner 2008.
^a Averett, Peters and Waldman 1997; Baker, Gruber and Milligan 2008.
^b Deere and León 2003; Quisumbing and Hallman 2005; Deere and Doss 2006; Fletschner and Kenney 2014.
^f IFC 2011.
^f Law and Development Partnership 2011.
^k IFC 2011.
^f Gloppen and Kanyongolo 2007.
^m Djankov and others 2003.
ⁿ UN Women 2011.
^o Demirguc-Kunt, Klapper and Singer 2013.
ⁿ World Bank 2014.

larger role than in other regions, therefore the results should be interpreted bearing this in mind.

While focusing on written legislation, the report recognizes the often large gaps between the laws on the books and actual practice: women do not always have access to the equality which formal laws establish. One reason for this may be poor implementation of legislation due to weak enforcement or design, or low capacity.

Identifying legal differences is one step toward better understanding where women's economic rights may be restricted in practice. Of the countries covered by the report, only the Islamic Republic of Iran, Sudan, Tonga and the United States are not parties to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women. ¹⁸ Thus, most women in the economies covered should have access to formal equality. But as the report shows, that is not the case in the majority of economies.

Methodological strengths and limitations

The Women, Business and the Law methodology was designed to be an easily replicable way to benchmark the legal and regulatory environment for women as entrepreneurs and employees. This approach has advantages and limitations that should be understood when using the data.

A key consideration for the project is that the indicators are comparable in economies across the globe. The indicators are based on standardized assumptions. One, for instance, is that the location of the woman in question is the largest business city of the economy. However, in reality legislation may differ within federal economies, where laws affecting women can vary by state. Even in non-federal economies, women in rural areas and small towns may face more restrictive local legislation.

In addition, where several sets of personal law¹⁹ prescribe different rights and obligations for different groups of women, the

data focus on the most populous group, which may mean that restrictions that apply only to minority populations are missed. A detailed explanation of the report's methodology and recent changes to it—including all the questions asked and assumptions made—is provided in the data notes.

Women, Business and the Law recognizes the limitations of standardized assumptions, but while such assumptions come at the expense of specificity, they also help ensure data comparability. The dataset does not include qualitative assessments. Outcome variables, such as female labor force participation rates, also are not part of the dataset, though they are used in analysis for this report.

The dataset complements a number of other sets of gender indicators which are constructed using both outcome variables and in some cases qualitative assessments (box 2.2). These indices take different approaches to developing gender indicators and present different views of women's position in society. However, *Women, Business and the Law* is one of the only global datasets measuring gender gaps in policies using quantitative, objective data.

Rules and regulations are directly controlled by policy makers—and they are often where policy makers start when they set out to change the incentives that govern women's economic lives. Women, Business and the Law not only shows where gender differences exist in the law, it also points to specific laws which may lend themselves to reform. Its quantitative measures support research on how specific regulations affect women's incentives to participate in economic activity. Moreover, the dataset is regularly updated every two years, making it possible to analyze variations over time.

How are the data collected?

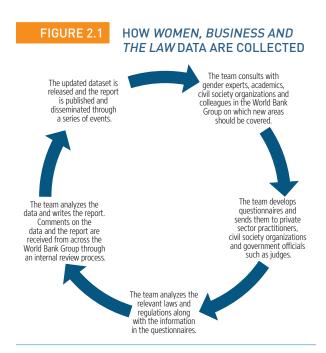
The Women, Business and the Law data are based on domestic laws and regulations. The data cover small economies and some of the poorest economies, for which little or no data are available in other data sets. The new areas of coverage are based on consultations across the World Bank Group, including with the Gender and Jobs Cross-Cutting Solutions Areas and the Finance and Markets; Governance; Poverty; Social Protection and Labor; Trade and Competiveness; and Urban, Rural and Social Development Global Practices.

The report's indicators were constructed based on responses from practitioners with expertise in family, labor and criminal law, including lawyers, judges, academics and members of civil society organizations working on gender issues. The data were collected through several rounds of interaction with these respondents—through responses to questionnaires, conference calls, written correspondence and visits by the team (figure 2.1). The data in this report, covering May 2013 to April 2015, were collected between September 2014 and April 2015 and are current as of April 2015.

Besides filling out written questionnaires, *Women, Business and the Law* respondents provide references to the relevant laws and regulations. The *Women, Business and the Law* team collects the texts of the relevant laws and regulations and checks questionnaire responses for accuracy. Questionnaire responses are verified against codified sources of national law including constitutions, codes, laws, statutes, rules, regulations and procedures, in areas such as labor, social security, civil procedure, tax, violence against women, marriage and family, inheritance, nationality and land. *Doing Business 2016* surveys are also used to develop some questions in the building credit indicator.

BOX 2.2 OTHER GLOBAL GENDER INDICATORS

- The Global Gender Gap Index, published by the World Economic Forum, examines gender inequalities in 142 economies using criteria based on economics, politics, education and health. This index uses mainly quantitative outcome variables, such as the ratio of female to male labor force participation.
- The Social Institutions and Gender Index (SIGI) is a composite measure based on the Gender, Institutions and Development Database produced by the Organisation for Economic Co-operation and Development (OECD). The SIGI, which scores 160 economies on discrimination in social institutions, is an unweighted average of five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets and restricted civil liberties. The data are both quantitative and qualitative.
- The United Nations Gender Inequality Index (GII) provides a composite measure of gender disparity for 187 economies. This index identifies five indicators in three areas: reproductive health, empowerment (as measured by educational attainment and parliamentary representation) and the labor market. The indicators are based on quantitative outcome variables.
- The United Nations Gender-Related Development Index (GDI) adds a gender lens to data gathered for the UN Human Development Index in order to account for gender differences in development outcomes such as health, education and control over economic resources. The indicators are based on quantitative outcome variables and cover 187 economies.



Women, Business and the Law requires each legal data point to have a citable legal source, and sources for every data point are posted on the project website (http://wbl.worldbank.org) to ensure that the data are transparent. More detailed data on each economy, including links to the legal sources, are also provided on the website. Feedback is welcome on all aspects of the report and can be offered through the website.

Because of the data verification and quality assurance process, the role of contributors centers on helping the *Women, Business and the Law* team find and understand relevant laws and regulations.

Women, Business and the Law can be used to raise awareness, inform policy discussions on gender differences in laws and encourage policymakers to take action to build up women's economic opportunities. The report is also designed to be used to further research into each economy and across economies on the links between legal gender differences and outcomes for women.

What's next?

Future editions of this report will seek to expand or refine current indicators in light of emerging research on gender equality.

Beyond what is already covered for the providing incentives to work and getting a job indicators, forthcoming reports may expand the data to cover such areas as the care economy, including childcare, as well as rules governing part-time work where women tend to be concentrated. More information will also be gathered on how men and women obtain birth certificates for their children—an essential precursor to obtaining any identity document. Processes for registering property that may disproportionately help women will also be examined, as will the existence of collateral registries. Finally, further work will be carried out on how taxation affects women's inclusion in the economy.

As progress is monitored on the seven indicators, it will become possible to identify which economies are more active in changing laws affecting women's economic participation over time, and what effect this has on economic outcomes for women.

Notes

- See World Bank, Enterprise Surveys, http://www .enterprisesurveys.org; and World Bank Group, Doing Business, http://www.doingbusiness.org.
- The protecting women from violence indicator was piloted in the 2014 report for a subset of 100 economies. Data covered laws, regulations and institutions that deal with domestic violence and sexual harassment. For this edition the data have expanded to all 173 economies and cover additional areas of violence against women.
- 3 Candidate list quotas require that political party candidate lists contain a minimum percentage of women eligible for election. Data coverage was expanded to candidate list quotas to capture different types of quota systems applicable for women.
- 4 A protection order is issued by a court or judge to protect a victim from harassment or abuse. Such orders may prohibit a perpetrator of domestic violence from contacting or harming the victim.
- 5 Duflo and Udry 2004; Robinson 2012; Duflo 2012.
- 6 Krogh, Hansen, Wendt and Elkjaer 2009.
- 7 Lagerlöf 2003.
- 8 Lagerlöf 2003.
- 9 Aguirre, Hoteit, Rupp and Sabbagh 2012.
- 10 Gonzales, Jain-Chandra, Kochhar and Newiak 2015.
- 11 World Bank 2011.
- 12 Gonzales, Jain-Chandra, Kochhar and Newiak 2015.
- 13 Cuberes and Teignier 2014.
- 14 Cuberes and Teignier 2014.
- 15 Hussain 2015
- 16 Hussain 2015.
- 17 Duflo 2012; Kabeer et al. 2013.
- 18 The United States has signed but not ratified the convention.
- 19 Personal law refers to non-customary legal systems that stem from tradition or doctrinal texts, which are sometimes uncodified.

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3. Summaries of Women, Business and the Law Reforms

Women, Business and the Law reforms that affected all indicators, covering the period from May 2013 through April 2015:

- Reform increasing gender parity
- Reform neutral to gender parity
- x Reform decreasing gender parity

Albania

Getting a job

Albania is gradually removing gender differences in retirement ages for men and women so that they are equal by 2056.

Protecting women from violence

Albania added criminal sanctions for sexual harassment to its penal code.

Belarus

Getting a job

Belarus reduced the number of professions in which female work is prohibited from 252 to 182. Further, the Labor Code no longer distinguishes between prenatal and postnatal maternity leave, which gives mothers more flexibility about how to take their leave.

Building credit

Belarus adopted a new law in 2014 that mandates micro finance institutions to report data on credit history to the national credit bureau.

Providing incentives to work

Belarus introduced additional non-tax-related benefits for the state allowance to families with children.

✓ Protecting women from violence

Belarus adopted a law on domestic violence that criminalizes physical, sexual and psychological violence and establishes specialized procedures for cases of domestic violence, including provisions for protection orders.

Belaium

✓ Protecting women from violence

Belgium introduced civil remedies for victims of sexual harassment in the workplace.

Chad

Going to court

Chad raised the maximum amount for the small claims court.

Chile

Accessing institutions

Chile enacted an electoral reform ensuring a 40% quota for women at the national level.

Colombia

Going to court

Colombia raised the maximum amount for small claims eligible for a fast-track procedure.

Congo, Rep.

Accessing institutions

Republic of Congo increased its candidate list quotas for women from 15% to 30% for elections at the national level.

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Costa Rica

Going to court

Costa Rica raised the maximum amount for the small claims court.

Croatia

Using property

Croatia introduced special provisions on transactions related to the marital home: written spousal consent is required to alienate or encumber property that is used as a family home.

✓ o Getting a job

Croatia increased the length of paid parental leave from 90 to 120 days per person.

Croatia is also gradually raising the retirement and early pensionable ages for both men and women.

Egypt, Arab Rep.

Accessing institutions

The Arab Republic of Egypt added "sex" as a protected category in the nondiscrimination clause in its new constitution. The constitution also introduced reserved seat quotas for women in parliament (10%) and on local councils (25%).

o Going to court

The constitution altered the composition of the constitutional court.

Protecting women from violence

The Arab Republic of Egypt adopted a law which criminalizes sexual harassment in employment, education and public spaces.

Fiii

Accessing institutions

Fiji adopted a new constitution which no longer recognizes customary law as a source of law. Previously customary law was exempt from constitutional provisions on nondiscrimination.

Going to court

The new constitution also establishes that the Supreme Court may review any matter concerning the application or interpretation of the constitution.

Georgia

Getting a job

Georgia increased the length of paid maternity leave from 126 to 183 days. It also increased the length of unpaid maternity leave from 351 to 547 days.

✓ Protecting women from violence

Georgia amended its criminal code to explicitly penalize marital rape. The code also provides for removal of a perpetrator of domestic violence from the home and calls for criminal sanctions for the forced marriage of a minor.

Germany

Accessing institutions

Germany introduced a 30% quota for women on corporate boards.

Guinea

Getting a job

Guinea's new labor code mandates nondiscrimination in hiring based on gender.

Haiti

Accessing institutions

A new electoral law provides that in Haiti one of three city council members must be a woman.

Hong Kong SAR, China

Getting a job

Hong Kong SAR, China introduced three days of paid paternity leave.

Hungary

Using property

Hungary reformed the family law section of its civil code. It added new provisions that prevent either spouse from disposing of the marital home while property is held in community and requires the consent of the other spouse even after dissolution of the marriage until the right of tenancy is settled.

✓ Protecting women from violence

Economic violence is now criminalized as a form of domestic violence.

India

Accessing institutions

India introduced a quota on female representation on corporate boards: at least one board member of every listed company must be a woman.

Iran, Islamic Rep.

Getting a job

Islamic Republic of Iran increased the length of paid maternity leave from 180 to 270 days and introduced 14 days of paid paternity leave.

Israel

Getting a job

Israel introduced three days of unpaid paternity leave.

Protecting women from violence

Israel raised the age of marriage for girls from 17 to 18.

Italy

Protecting women from violence

In Italy economic violence is now criminalized as a form of domestic violence and a specialized procedure is established to hear such cases.

Jamaica

Getting a job

Jamaica repealed legislation that had restricted night work for women.

✓ Building credit

Jamaica also has a new credit bureau which reports loans smaller than 1% GNI per capita.

Kazakhstan

Going to court

Kazakhstan adopted a fast-track procedure for claims of a small value in its civil code.

Getting a job

Kazakhstan is gradually removing gender differences in retirement ages for men and women so that they are equal by 2027.

Kenya

Using property

Kenya's new law on matrimonial property makes partial community of property the standard regime. Both spouses now have equal rights to administering joint property.

o Getting a job

Kenya raised the age at which both men and women can retire and receive benefits to 60.

✓ Protecting women from violence

Kenya's new marriage act stipulates that the minimum legal age of marriage for both boys and girls is 18 and marriages that violate the age requirement are void. The law also establishes criminal penalties for underage marriage.

Korea, Rep.

• Protecting women from violence

The Republic of Korea lowered the age of majority, and therefore the age at which boys and girls can get married without parental consent, from 20 to 19.

Lao PDR

Providing incentives to work

The Lao People's Democratic Republic enacted a new labor code which introduces leave to care for family members.

X Getting a job

The Lao People's Democratic Republic also introduced three days of paid paternity leave and increased the length of paid maternity leave from 90 to 105 days.

However, the new labor code does not mandate equal remuneration for work of equal value, as was previously the case.

✓ Building credit

The Lao People's Democratic Republic lowered to zero the minimum loan amount for inclusion in the credit registry.

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Latvia

Getting a job

Latvia increased the percentage of wages paid by the government during maternity and paternity leave from 68% to 80%.

Protecting women from violence

For the first time Latvia adopted legislation on domestic violence. It comprehensively defines all forms of domestic violence and protects spouses, former spouses, partners in nonmarital intimate relationships and family members. A special procedure to hear these cases was also introduced.

Lebanon

Getting a job

Lebanon increased the length of paid maternity leave from 49 to 70 days.

Protecting women from violence

For the first time Lebanon adopted legislation on domestic violence. The law defines all forms of domestic violence and establishes clear criminal penalties. It protects spouses and family members and allows victims to apply for protection orders that can provide for removal of the perpetrator from the home and prohibition of contact with the survivor. It sets out a special procedure to hear these cases.

Lesotho

Accessing institutions

Lesotho introduced national ID cards. The application process is the same for men and women.

Luxembourg

Protecting women from violence

Luxembourg raised the age of marriage for girls from 16 to 18

Macedonia, FYR

Getting a job

The Former Yugoslav Republic of Macedonia introduced 90 days of unpaid parental leave.

Protecting women from violence

It also passed a law on domestic violence which for the first time includes economic violence and a special procedure for domestic violence cases.

Malawi

✓ Providing incentives to work

Malawi's new education act provides for free and compulsory primary education.

✓ Protecting women from violence

The legal age of marriage has been raised for both boys and girls to 18.

Mauritius

Getting a job

Mauritius now mandates equal remuneration for work of equal value.

Mexico

Accessing institutions

Mexico increased gender quotas for party lists in federal district elections from 46% to 50%, and also introduced the requirement that male and female candidates alternate placement on the list.

Building Credit

Mexico facilitated women's access to credit by amending its legislation to provide for equality between men and women when accessing goods and services.

Providing incentives to work

Mexico has a new law that makes payments for childcare tax-deductible.

Mongolia

✓ Building credit

Credit reports in Mongolia now include negative payment information for communications services as well as full payment history for mobile phone leasing.

Mozambique

Protecting women from violence

Mozambique enacted a new penal code which no longer allows charges for rape to be dropped when the perpetrator marries the victim. The code also incorporates protections against sexual harassment in education.

New Zealand

Getting a job

New Zealand increased the length of paid maternity leave from 98 to 112 days.

Protecting women from violence

It also introduced legislation to address economic violence as a form of domestic violence.

Nicaragua

Accessing institutions

Nicaragua reformed its family code to give married men and women equal rights to be head of family and to choose the marital home.

Using property

The new family code of Nicaragua makes separation of property the default regime and repeals the provisions that gave judges decision-making power about ownership of assets in case of disagreement between spouses. Thus, when property is divided, all separate property remains with its owner and assets over which spouses disagreed are presumed to be jointly owned in equal shares.

Getting a job

Nicaragua introduced five days of paid paternity leave.

Protecting women from violence

The new family code of Nicaragua also raised the minimum age of marriage for both boys and girls from 14 to 16.

Niger

Accessing institutions

Niger reformed its nationality law to allow both men and women to pass on their citizenship to foreign spouses. It also raised the reserved seat quota for women at the national and local levels to 15%.

Norway

Accessing institutions

Norway amended its constitution to include an equality provision.

o Getting a job

Though the total length of parental leave remains the same, Norway changed the allocations for mothers and fathers.

Oman

✓ Providing incentives to work

Oman introduced free and compulsory primary education.

Pakistan

Accessing institutions

Pakistan introduced a 22% quota for women in local governments.

Protecting women from violence

The legal age of marriage for both boys and girls is now set at 18, and there are criminal sanctions for men who contract and anyone who performs, facilitates or permits underage marriage.

Papua New Guinea

Accessing institutions

Papua New Guinea introduced a national identification system. The application process for national ID cards is equal for men and women.

Peru

✓ Protecting women from violence

Peru enacted new legislation covering sexual harassment in public spaces.

Poland

Getting a job

Poland introduced 182 days of paid parental leave.

Portugal

o Getting a job

Portugal raised the age at which both men and women can retire and receive benefits to 66.

São Tomé and Príncipe

Getting a job

São Tomé and Príncipe raised the age at which women can retire and receive benefits so that it is now equal with the age at which men can retire and receive benefits.

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Saudi Arabia

Accessing institutions

Saudi Arabia introduced a 20% quota for women at the national level.

Protecting women from violence

Saudi Arabia enacted its first law on domestic violence, which it defines to include physical, sexual and psychological violence. It provides criminal penalties and protects spouses and family members.

Senegal

Accessing institutions

Senegal reformed its nationality law to grant women the same rights as men to transfer their nationality to their husbands and children.

Serbia

Getting a job

Serbia is gradually removing gender differences in retirement ages for men and women so that they are equal by 2032. It also now obliges employers to provide break time for breast-feeding employees.

Seychelles

Building credit

Seychelles established a new registry which reports loans smaller than 1% GNI per capita.

Singapore

Getting a job

Singapore introduced seven days of paid paternity leave and seven days of paid parental leave.

Slovenia

O Getting a job

Slovenia increased the length of paid paternity leave from 15 to 30 days.

It also made parental leave an individual entitlement but did not alter the total amount of days granted to the parents.

South Africa

Getting a job

South Africa now mandates equal remuneration for work of equal value.

St. Vincent and the Grenadines

o Getting a job

St. Vincent and the Grenadines is gradually increasing the age at which men and women can retire and receive benefits to 65.

Sudan

Accessing institutions

Sudan raised the reserved seat quota for women in national parliament to 30%.

Suriname

Accessing institutions

Suriname reformed its nationality law to grant women the same rights as men to transfer their nationality to spouses and children.

Taiwan, China

Getting a job

Taiwan, China increased the length of paid paternity leave from three to five days. It also lifted previous restrictions that prevented women from working in mining, jobs deemed hazardous and occupations that require heavy lifting.

Building credit

Taiwan, China's Joint Credit Information Center is now collecting data on payment of utility services as part of the credit information they gather.

Tajikistan

Providing incentives to work

Tajikistan now provides public childcare services.

Thailand

X Accessing institutions

Thailand's 2014 Constitution, meant as an interim constitution, addresses mostly the mechanisms of government and no longer includes a nondiscrimination clause. Drafting of a more comprehensive constitution with rights and liberties is currently underway.

Togo

Accessing institutions

Togo reformed its family code to remove the provision that designated husbands to be head of household.

Tonga

Protecting women from violence

Tonga enacted a new law which covers physical, sexual and economic domestic violence against former and current spouses and family members. The law criminalizes domestic violence, protects women in nonmarital intimate relationships and gives access to protection orders through specialized court procedures. Marital rape is explicitly criminalized.

Trinidad and Tobago

✓ Going to court

Trinidad and Tobago raised the maximum amount for the small claims court.

Tunisia

Accessing institutions

Tunisia's new constitution specifies gender as a protected category in its nondiscrimination clause. Tunisia also introduced quotas for candidate lists in national elections.

Going to court

The new constitution establishes a court with jurisdiction to examine the constitutionality of laws.

Turkey

Providing incentives to work

Turkey enacted a new law that introduced one year of publicly provided pre-primary services.

Uganda

Accessing institutions

Uganda introduced national identity cards in 2014. The application process is the same for men and women.

United Kingdom

Getting a job

United Kingdom introduced 259 days of paid parental leave. It also introduced 91 days of unpaid parental leave.

United Arab Emirates

✓ Building credit

In United Arab Emirates the credit registry is now collecting data on the payment history of utilities as part of the information they gather.

Uruguay

Getting a job

Uruguay increased the length of paid maternity leave from 84 to 98 days. It also increased the length of paternity leave from three to seven days. Paternity leave is now paid by the government instead of the employer.

✓ Protecting women from violence

Uruguay raised the minimum age of marriage with parental consent for both boys and girls to 16.

West Bank and Gaza

Building credit

West Bank and Gaza's credit registry, managed by the Palestine Monetary Authority, has started reporting credit data from one home appliance retailer and one mobile phone utility, in addition to data from banks and microfinance institutions.

Zambia

Building credit

In Zambia, the credit bureau is collecting data from retailers and utility companies as part of the information they gather.

Zimbabwe

✓ Protecting women from violence

Zimbabwe's new constitution now prevents child and early marriage by setting the legal age of marriage at 18 for boys and girls.

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4. Data Notes

Women, Business and the Law highlights legal gender differences worldwide. Specifically, the report examines laws and regulations that affect women's ability to be entrepreneurs and employees. Legislation can affect women's economic potential directly and indirectly. Thus, the indicators covered in the report capture both laws that directly differentiate between men and women and laws that indirectly have a greater impact on women's ability to earn an income, start a business or get a job. The Women, Business and the Law project worked with contributors in each of the economies covered to determine the sources of gender differentiation in the law. Data from the surveys were checked for accuracy by referencing primary legal sources to revise or expand the information collected. The data was collected over a two-year period that ended in April 2015.

With regard to women's rights, different economies reflect different cultural norms and values in their legislation. Though there has been progress toward gender parity, restrictions that limit women's prospects as entrepreneurs and employees remain. This report provides objective, easily comparable data to inform dialogue and research about women's economic rights and opportunities.

Covering 173 economies, *Women, Business and the Law* provides comparable data on the following seven areas:

- Accessing institutions explores women's legal ability to interact with public authorities and the private sector in the same ways as men.
- Using property analyzes women's ability to access and use property based on their ability to own, manage, control and inherit it.
- Getting a job assesses restrictions on women's ability to work, such as prohibitions on working at night or in certain occupations. This indicator also covers laws on workrelated maternity, paternity and parental benefits, retirement age, equal remuneration for work of equal value and nondiscrimination in hiring.
- Providing incentives to work examines personal income tax credits and deductions available to women relative to men and the provision of childcare and education services.

- Building credit identifies the minimum loan thresholds of private credit bureaus and public credit registries and tracks bureaus and registries that collect information from microfinance institutions, utilities and retailers.
- Going to court considers the ease and affordability of accessing justice by examining small claims courts, women's ability to testify in court and the incidence of women judges on constitutional courts.
- Protecting women from violence examines the existence of legislation on domestic violence, sexual harassment, marital rape, age of marriage and protection orders.

Since the publication of *Women, Business and the Law 2014* there have been methodological changes in the seven indicators, both in the number of questions covered and in the way the previously existing questions were analyzed. The principal methodological changes are summarized at the end of this chapter and new questions are footnoted throughout the text.

Economy coverage and characteristics

The economies covered in this report are listed in table 4.1.

This report is global in scope. It builds on the experience of the *Doing Business* project in developing objective indicators of impediments to entrepreneurship and employment by applying specific analysis to conditions for women. *Doing Business* analyzes regulations in 189 economies that apply to a business throughout its life cycle, including start-up and operations, trading across borders, paying taxes and resolving insolvency. As in the *Doing Business* project, *Women, Business and the Law* uses formal laws as a starting point for analysis.

The report's indicators were constructed using responses from expert country practitioners in family, labor and criminal law: including lawyers, judges, academics and members of civil society organizations working on gender issues. The data were collected through several rounds of interaction with these respondents, including standardized questionnaires, conference calls, written correspondence and visits by the team.

Besides filling out written questionnaires, Women, Business and the Law respondents provide references to the relevant

TABLE 4.1 ECONOMIES COVERED BY WOMEN, BUSINESS AND THE LAW 2016

Region	Number of economies	Economies by region
East Asia & Pacific	18	Brunei Darussalam; Cambodia; China; Fiji; Hong Kong SAR, China; Indonesia; Lao PDR; Malaysia; Mongolia; Myanmar; Papua New Guinea; Philippines; Singapore; Taiwan, China; Thailand; Timor-Leste; Tonga; Vietnam
Europe & Central Asia	23	Albania; Armenia; Azerbaijan; Belarus; Bosnia and Herzegovina; Bulgaria; Croatia; Georgia; Kazakhstan; Kosovo; Kyrgyz Republic; Latvia; Lithuania; Macedonia, FYR; Moldova; Montenegro; Romania; Russian Federation; Serbia; Tajikistan; Turkey; Ukraine; Uzbekistan
OECD high income	32	Australia; Austria; Belgium; Canada; Chile; Czech Republic; Denmark; Estonia; Finland; France; Germany; Greece; Hungary; Iceland; Ireland; Israel; Italy; Japan; Korea, Rep.; Luxembourg; Netherlands; New Zealand; Norway; Poland; Portugal; Slovak Republic; Slovenia; Spain; Sweden; Switzerland; United Kingdom; United States
Latin America & Caribbean	32	Antigua and Barbuda; Argentina; Bahamas, The; Barbados; Belize; Bolivia; Brazil; Colombia; Costa Rica; Dominica; Dominican Republic; Ecuador; El Salvador; Grenada; Guatemala; Guyana; Haiti; Honduras; Jamaica; Mexico; Nicaragua; Panama; Paraguay; Peru; Puerto Rico (U.S.); St. Kitts and Nevis; St. Lucia; St. Vincent and the Grenadines; Suriname; Trinidad and Tobago; Uruguay; Venezuela, RB
Middle East & North Africa	19	Algeria; Bahrain; Djibouti; Egypt, Arab Rep.; Iran, Islamic Rep.; Iraq; Jordan; Kuwait; Lebanon; Malta; Morocco; Oman; Qatar; Saudi Arabia; Syrian Arab Republic; Tunisia; United Arab Emirates; West Bank and Gaza; Yemen, Rep.
South Asia	8	Afghanistan; Bangladesh; Bhutan; India; Maldives; Nepal; Pakistan; Sri Lanka
Sub-Saharan Africa	41	Angola; Benin; Botswana; Burkina Faso; Burundi; Cameroon; Chad; Congo, Dem. Rep.; Congo, Rep.; Côte d'Ivoire; Equatorial Guinea; Ethiopia; Gabon; Ghana; Guinea; Kenya; Lesotho; Liberia; Madagascar; Malawi; Mali; Mauritania; Mauritius; Mozambique; Namibia; Niger; Nigeria; Rwanda; São Tomé and Príncipe; Seychelles; Sierra Leone; Senegal; South Africa; South Sudan; Sudan; Swaziland; Tanzania; Togo; Uganda; Zambia; Zimbabwe

laws and regulations. The *Women, Business and the Law* team collects the texts of relevant laws and regulations and checks questionnaire responses for accuracy. Questionnaire responses are verified against codified sources of national law, including constitutions, marriage and family codes, labor laws, passport procedures, citizenship rules, inheritance statutes, tax regulations, land laws, gender equality laws, civil procedure rules, electoral laws, social security codes, criminal laws and laws on violence against women. *Doing Business 2016* surveys were also used to develop some of the questions in the building credit indicator.

Women, Business and the Law requires each legal data point to have a citable legal source, and to ensure transparency of the data the source is provided for every data point on the project website (wbl.worldbank.org). The website also provides more detailed data on each economy, with links to the legal sources used.

The report team welcomes feedback on the methodology and construction of the indicators with the hope of improving both its coverage and scope. Feedback on all aspects of the report can be offered through the project website.

The Women, Business and the Law methodology has several useful characteristics:

- It is transparent and uses factual information derived directly from laws and regulations.
- Because the assumptions used when collecting the data are standardized, comparisons are valid across economies.
- The data identify both potential obstacles to women in business and legislative sources that can be changed as a result of the new information.

While Women, Business and the Law focuses on written laws, there is often a large gap between law on the books and actual practice. Thus, women do not always have access to the equality they are legally entitled to. What this project attempts to do, however, is to identify areas where there is still formal legal differentiation and clarify how these legal differences affect women.

The following 142 questions were asked about the seven main topics for 173 economies, producing a total of 24,566 data points. Each question is followed by information on how the answers were standardized and made comparable across all economies. Any assumptions are also listed.

ECONOMY CHARACTERISTICS

Gross national income per capita

Women, Business and the Law 2016 reports 2014 income per capita as published in the World Bank's World Development Indicators 2015. For cost indicators expressed as a percentage of income per capita, 2014 gross national income (GNI) Atlas method in current U.S. dollars is used as a denominator. GNI data based on the Atlas method were not available for Austria; Bahrain; Barbados; Belize; Brunei Darussalam; Czech Republic; Djibouti; Finland; the Islamic Republic of Iran; Jamaica; Kuwait; Luxembourg; Malta; New Zealand; Oman; Papua New Guinea; Puerto Rico (U.S.); Saudi Arabia; Slovak Republic; Slovenia; Spain; Suriname; Switzerland; the Syrian Arab Republic; Taiwan, China; Trinidad and Tobago; Tunisia; West Bank and Gaza; and the Republic of Yemen. In these cases GDP or GNP per capita data and growth rates from other sources, such as the International Monetary Fund's World Economic Outlook database and the Economist Intelligence Unit were used.

Region and income group

Women, Business and the Law uses the World Bank regional and income group classifications, available at http://data.worldbank.org/about/country-and-lending groups. Regional averages presented in figures and tables in the Women, Business and the Law report include economies from all income groups (low, lower middle, upper middle and high income), though high income OECD economies are assigned the "regional" classification OECD high income.

Female population and labor force participation rate

Women, Business and the Law 2016 reports midyear 2014 female population data as published in the World Bank's World Development Indicators 2015. That publication was also used to obtain data on the female labor force participation rate, as percentage of the female population age 15–64.

Accessing institutions

Assumptions

It is assumed that the woman

- Resides in the main business city of the economy being examined.
- Has reached the legal age of majority and is capable of making decisions as an adult; if there is no legal age of majority, the woman is assumed to be 30 years old.
- Is sane, competent, in good health and has no criminal record.
- Is a lawful citizen of the economy examined.
- Where the question assumes the woman or man is married, the marriage is monogamous and registered with the authorities.
- Where the question assumes the woman or man is unmarried, she or he has never been married.
- Where the answer differs according to the legal system applicable to the woman in question (as may be the case in economies where there is legal plurality), the answer used will be the one that applies to the majority of the population.

Answers to the questions are based on codified law and not how that law is applied in practice. Therefore, customary law is not taken into account unless it has been codified. Questions on the status of customary law within the legal system refer to its existence and position within the hierarchy of legislation but do not assess its content. Reciprocal restrictions that govern the conduct of both spouses are not covered; this indicator measures only restrictions that govern the conduct of the wife, but not the husband.

Constitutional rights

This subtopic analyzes constitutional provisions that are relevant for gender equality. In economies that do not have a unified written constitution but do have basic laws or similar documents that have been recognized as having the same legal force as a constitution, for example a supreme court decision, or economies that have enacted a charter of fundamental rights, these documents are used as the basis for the questions. For economies without a written constitution, these questions do not apply.

The seven questions for this subtopic are:

- Does the constitution contain a clause on nondiscrimination?
 - For the answer to be "Yes," the constitution must use either the word discrimination or the word nondiscrimination.
 - The answer is also "Yes" even when there is a "claw-back" provision granting exceptions to the nondiscrimination clause for certain areas of the law, such as inheritance, family and customary law.
 - The answer is "No" if
 - · there is no nondiscrimination provision, or

- the nondiscrimination language is present in the preamble but not in an article of the constitution, or
- there is a provision that merely stipulates that the sexes are equal, or the sexes have equal rights and obligations—this is considered to be an equality clause, or
- there is merely a provision stipulating that people are equal before the law, but no provision is dedicated to nondiscrimination, or
- there is merely language negating privileges based on categories, such as "There shall be no privileges based on birth, sex, class or religion," or
- the constitution refers to an international treaty that addresses discrimination but does not have its own nondiscrimination provision, or
- the constitution does not ban discrimination but empowers the legislative branch to enact laws fostering nondiscrimination.
- 2. If there is a nondiscrimination clause in the constitution, does it mention gender?
 - The answer is "Yes" if
 - the constitution explicitly states that gender or sex is a protected category for nondiscrimination, or
 - the nondiscrimination clause does not explicitly mention gender or sex but specifies that male and female citizens are equal without discrimination.
 - The answer is also "Yes" if there is a clawback provision granting exceptions to the nondiscrimination clause for certain areas of the law, such as inheritance, family and customary law.
 - The answer is "N/A" if there is no nondiscrimination provision.
 - The answer is "No" if
 - there is no nondiscrimination provision, or
 - there is a nondiscrimination provision that does not specify gender or sex as protected categories, or
 - the nondiscrimination language that includes sex is present in the preamble but not in an article of the constitution, or
 - there is merely a provision stipulating that the sexes are equal or the sexes have equal rights and obligations—this is considered to be an equality clause, or

- there is merely a stipulation that the sexes are equal before the law but there is no provision dedicated to nondiscrimination. or
- there is merely language negating privileges based on sex, or
- there is merely a provision entitling both sexes to fundamental rights without use of the word discrimination, although a phrase such as "without regard to sex" or "whatever his sex" is used.
- 3. Does the constitution contain a clause on equality?
 - The answer is "Yes" if there is an equal protection or a general equality provision in the constitution, and the provision applies generally to "all citizens" and does not specify women as a protected category.
 - The answer is "No" if there is no equal protection or general equality provision in the constitution.
- **4a.** Is customary law recognized as a valid source of law under the constitution?
 - The answer is "Yes" if
 - the constitution explicitly recognizes customary law or customary law courts, or
 - the constitution refers to methods by which customary law will be aligned with constitutional principles, or by which customary law is to be determined, or the constitution refers to requirements that customary chiefs be consulted before enactment of legislation, or
 - the constitution allows laws that applied before the constitution comes into force to continue to have the force of law, if the country had a robust system of customary law in place at the time.
 - The answer is "No" if
 - there is no explicit constitutional recognition of customary sources or systems of law, or
 - the constitution recognizes customary law to be applied only in certain limited territorial areas.
 - This question does not include customary contractual terms or other forms of implied usage.
- **4b.** If customary law is recognized as a valid source of law under the constitution, is it invalid if it violates constitutional provisions on nondiscrimination or equality?
 - The answer is "Yes" if
 - the constitution provides that customary law is considered invalid if it violates other provisions of constitutional law, or

- the constitution makes reference to methods by which customary law will be aligned with constitutional principles on nondiscrimination or equality, or
- the constitution establishes that customary laws or rights are guaranteed equally to men and women.
- The answer is "No" if customary law takes precedence over constitutional nondiscrimination or equality provisions or the constitution is silent with regard to a hierarchy of laws or provisions.
- The answer is "N/A" if there are no constitutional provisions on nondiscrimination or equality, or the constitution does not explicitly state that customary law is considered a valid source of law.
- 5a. Is personal law recognized as a valid source of law under the constitution?
 - · The answer is "Yes" if
 - the constitution explicitly recognizes personal or religious law, or
 - the constitution makes reference to methods by which personal law will be aligned with constitutional principles or by which personal law is to be determined, or provides for a religious council or other body to advise on the passage of personal laws, or recognizes religious systems of law or religious sources of law, or
 - the constitution allows laws that applied before the constitution came into force to remain valid, if the country had a robust system of personal law in place at the time.
 - The answer is "No" if there is no explicit constitutional recognition of religious sources or systems of law.
- 5b. If personal law is recognized as a valid source of law under the constitution, is it invalid if it violates constitutional provisions on nondiscrimination or equality?
 - The answer is "Yes" if the constitution provides that personal or religious law is considered invalid if it violates other provisions of constitutional law.
 - · The answer is "No" if
 - personal or religious law takes precedence over constitutional provisions on nondiscrimination or equality, or
 - religious law is declared to be the basis of all legislation, and the constitution either contains a supremacy clause or is silent with regard to a hierarchy of laws or provisions.

The answer is "N/A" if there are no constitutional provisions on nondiscrimination or equality, or if personal or religious laws are not considered valid sources of law under the constitution.

Quotas

This subtopic focuses on the existence of quotas for corporate boards, parliaments and local governments. The five questions capture mandatory quotas concerning the number of seats reserved for women or the proportion of women on candidate lists that parties submit for elections. In hybrid quota systems where both candidate list and reserved seat mechanisms are used to determine the women's quota, the more dominant system that ultimately establishes the quota is counted. In cases of cumulative quota systems where the final quota is determined by adding together a reserved seat and a candidate list system, both are counted.

- **6.** What are the quotas for women on corporate boards?
 - Proportions are entered in percentage terms, e.g., 40%
 - If the quota is an absolute number and does not depend on the size of the corporate board, the answer is > 0.
 - "No quota" means there is no quota in place.
 - Percentages are entered if there are quotas for private sector companies, even if they apply only to certain companies, such as those of a certain size or those listed on a stock market.
 - The answer is "N/A" if quotas exist only for public sector or government-owned companies.
 - The question does not cover voluntary or recommended quotas.
- 7. What are the quotas for women representatives in parliament?
 - Quotas reflect reserved seats and proportions are entered in percentage terms, e.g., 40%.
 - "No quota" means there is no quota in place.
 - The question does not cover voluntary or recommended quotas.
 - If the parliament has two chambers and the law specifies a quota for one but not the other, the answer reflects the quota only for the chamber that has a quota.
 - If both parliamentary chambers have quotas, only the quota for the lower chamber, e.g., the national or people's assembly, is counted.

- **8.** What are the quotas for women representatives in local government?
 - This question aims to capture seat quotas for the municipal level.
 - Where the main business city is both a municipal and a federal entity, it is treated as a municipality.
 - Where municipal gender quotas vary, the quota for the municipality that includes the main business city will be reflected.
 - Proportions are entered in percentage terms, e.g., 40%.
 - "No quota" means there is no quota in place.
 - The question does not cover voluntary or recommended quotas.
- 9. What are the quotas for women representatives on candidate lists in national elections?¹
 - If there is a quota for candidate lists, the percentage will be indicated.
 - If the quota refers not to a percentage but to where women must be placed on the list (e.g., every third candidate must be a woman), this information is converted to a percentage format (in this example, 33%).
 - If the quota is an absolute number, the answer is > 0.
 - If the quota varies depending on the length of the candidate list or the number of seats contested, the highest quota is recorded.
 - "No quota" means there is no quota for candidate lists.
 - The question does not apply to quotas for internal party elections.
 - If the parliament has two chambers, and the law specifies a quota for one but not the other, the answer reflects the quota only for the chamber that has the quota. If both parliamentary chambers have quotas, only the quota for the lower chamber, e.g., the national or people's assembly, is counted.
- **10.** What are the quotas for women representatives on candidate lists in local elections?²
 - This question aims to capture quotas for the municipal level.
 - Where the main business city is both a municipal and a federal entity, it is treated as a municipality.
 - If there is a quota for candidate lists, the percentage will be indicated.

- If the quota refers not to a percentage but to where women must be placed on the list (e.g., every third candidate must be a woman), this information is converted to a percentage format (in this example, 33%).
- If the quota varies depending on the length of the candidate list or the number of seats contested, the highest quota is recorded.
- If the guota is an absolute number, the answer is > 0.
- "No quota" means there is no quota for candidate lists
- This question does not apply to quotas for internal party elections.

Rights of married and unmarried women

This subtopic addresses whether a woman can engage in certain legal transactions in the same way as a man. It also addresses whether the marital status of the woman makes a difference. Married and unmarried men and women may not be able do things in the same way when, for instance, women must have permission or an additional signature in order to complete certain transactions, or when they must provide documentation not required of men, such as a marriage license or a proof of name change. Differences related to property transactions are taken into account only for the using property indicator. Accessing institutions does not count this type of difference.

This subtopic has 22 questions covering 11 transactions that are either legal or relate to women's freedom of movement.

In the data tables, the 22 questions for accessing institutions are condensed into 11 questions with two possible answers each, one for married and one for unmarried women:

- **11a.** Can an unmarried woman apply for a passport in the same way as an unmarried man?
 - The answer is "Yes" if, upon reaching the legal age of majority, all civil acts can be completed and there are no differences in the way an unmarried woman or man obtains a passport.
 - The answer is "No" if
 - an adult unmarried woman needs the permission or signature of a guardian to apply for a passport, or
 - the passport application of an adult unmarried woman requires a reference to her father's name or any other male relative or guardian.

- 11b. Can a married woman apply for a passport in the same way as a married man?
 - The answer is "Yes" if upon reaching the legal age of majority, all civil acts can be completed and there are no differences in the way a married woman or man obtains a passport.
 - · The answer is "No" if
 - an adult married woman needs the permission or signature of her husband in order to apply for a passport, or
 - documentation is required from a married woman that is not required from a married man, e.g., a marriage certificate, or a married woman's application requires reference to her husband's name.
- **12a.** Can an unmarried woman obtain a national ID card in the same way as an unmarried man?
 - The answer is "Yes" if there are no inequalities in the process for obtaining a national identity card.
 - · The answer is "No" if
 - an unmarried woman requires additional signatures, such as those of her father or guardian, which are not required from an unmarried man, or
 - an unmarried woman must indicate the name of her father or guardian, but an unmarried man is not required to do so, or
 - identity cards are optional for a woman, but required for a man.
 - The answer is "N/A" if there is no national identity card.
- **12b.** Can a married woman obtain a national ID card in the same way as a married man?
 - The answer is "Yes" if there are no inequalities in the process for obtaining a national identity card. If married men must provide a marriage certificate or birth certificate as proof of name, whereas married women must provide a marriage certificate, the answer is still "Yes."
 - The answer is "No" if
 - a married woman must provide a marriage certificate, but a married man need not, or
 - a married woman, but not a married man, must provide additional signatures, such as those of the husband, father or guardian, or
 - a married woman must indicate the name of her spouse, but a married man is not so required, or

- identity cards are optional for women, but required for men, or
- the identity card of a married woman displays the name of her spouse, but the identity card of a married man does not.
- The answer is "N/A" if there is no national identity card.
- **13a.** Can an unmarried woman travel outside the country in the same way as an unmarried man?
 - The answer is "Yes" if there are no restrictions on an unmarried woman travelling alone internationally.
 - The answer is "No" if an unmarried woman has to have permission or additional documentation to leave the country; however, this permission must be different from what is required to get a passport, which is covered in a separate question.
- **13b.** Can a married woman travel outside the country in the same way as a married man?
 - The answer is "Yes" if there are no restrictions on a married woman travelling alone internationally.
 - The answer is "No" if
 - permission or additional documentation is required for a married woman to leave the country; however, this permission must be different from that required to get a passport, which is covered in a separate question, or
 - the law requires a married woman to accompany her husband out of the country if he so wishes.
- **14a.** Can an unmarried woman travel outside her home in the same way as an unmarried man?
 - The answer is "Yes" if there are no restrictions on an unmarried woman travelling alone domestically.
 - The answer is "No" if
 - permission, additional documentation or the presence of a guardian is required for her to travel domestically, or
 - an unmarried woman must justify her reasons to her father or guardian for leaving the home.
- **14b.** Can a married woman travel outside her home in the same way as a married man?
 - The answer is "Yes" if there are no restrictions on a married woman travelling alone domestically.

- The answer is "No" if
 - permission, additional documentation or the presence of her husband or a guardian is required for a married woman to travel domestically, or
 - a married woman must justify her reasons to her husband for leaving the home, or
 - leaving the home without a valid reason is considered disobedience with consequences under the law, for example, loss of her right to financial maintenance.
- **15a.** Can an unmarried woman get a job or pursue a trade or profession in the same way as an unmarried man?
 - The answer is "Yes" if
 - no permission is needed for an unmarried woman to get a job or practice a trade or profession, or
 - there is no restriction in family or civil law on an unmarried woman's ability to work.
 - The answer is "No" if permission or additional documentation is required, or if a guardian can prevent an unmarried woman from working.
- **15b.** Can a married woman get a job or pursue a trade or profession in the same way as a married man?
 - The answer is "Yes" if
 - no permission is needed for a married woman to get a job or practice a trade or profession, or
 - there is no restriction in family or civil law on a married woman's ability to work.
 - The answer is "No" if
 - the husband can prevent his wife from getting or keeping a job or pursuing a trade or profession, or
 - permission or additional documentation is required for a married woman to get a job, or
 - a married man can go to court to get his wife's employer to fire her from her job or force her to leave her profession, or
 - it is considered a form of disobedience with legal ramifications for a wife to engage in employment contrary to her husband's wishes or the interests of the family.
- **16a.** Can an unmarried woman sign a contract in the same way as an unmarried man?
 - The answer is "Yes" if full legal capacity is obtained upon the age of majority and there are no restrictions on an unmarried woman signing legally binding contracts.

- The answer is "No" if an unmarried woman has limited legal capacity to sign a binding contract.
- **16b.** Can a married woman sign a contract in the same way as a married man?
 - The answer is "Yes" if full legal capacity is obtained upon the age of majority and there are no restrictions on a married woman signing legally binding contracts.
 - The answer is "No" if a married woman has limited legal capacity to enter into contracts or needs the signature, consent or permission of her husband to legally bind herself.
 - This question does not concern restrictions on married women signing contracts specifically related to marital property governed by the default marital property regime; these are covered under the using property indicator.
- **17a.** Can an unmarried woman register a business in the same way as an unmarried man?
 - The answer is "Yes" if a woman obtains full legal capacity upon reaching the age of majority and there are no restrictions on an unmarried woman registering a business.
 - The answer is "No" if
 - an unmarried woman has limited legal capacity to register a business; this would include situations in which a woman may not bind herself to a legal document, or
 - the registration process requires additional information or documentation for unmarried women not required of unmarried men.
 - The answer is also "No" for member states of regional bodies, such as the Organisation pour l'Harmonisation en Afrique du Droit des Affaires (OHADA) for which supranational law applies (e.g., OHADA Acte Uniforme Révisé sur le Droit Commercial Général) when domestic law contravenes these supranational rules and limits the legal capacity of women.
- **17b.** Can a married woman register a business in the same way as a married man?
 - The answer is "Yes" if full legal capacity is obtained upon the age of majority and there are no restrictions on a married woman registering a business.
 - The answer is "No" if a married woman
 - has limited legal capacity to register a business, as when she may not legally bind herself to a contract, or

- needs her husband's permission, signature or consent to register a business, or
- must provide information or documentation at any stage of the registration process, and the requirement does not apply to a married man.
- The answer is also "No" for member states of regional bodies, such as the Organisation pour l'Harmonisation en Afrique du Droit des Affaires (OHADA) for which supranational law applies (e.g., OHADA Acte Uniforme Révisé sur le Droit Commercial Général) when domestic law contravenes these supranational rules and limits the legal capacity of women.
- **18a.** Can an unmarried woman open a bank account in the same way as an unmarried man?
 - The answer is "Yes" if there are no restrictions on an unmarried woman opening a bank account. Only provisions from the body of family law are systematically reviewed; any that exist in other types of law, such as banking regulations, are not included here.
 - The answer is "No" if specific provisions limit the ability of an unmarried woman to open a bank account, such as required permissions or additional documentation.
- 18b. Can a married woman open a bank account in the same way as a married man?
 - · The answer is "Yes" if
 - there are no restrictions on a married woman opening a bank account—only provisions from the body of family law are systematically reviewed, or
 - the law explicitly states that a married woman may open a bank account, or that both spouses may open bank accounts in their own names.
 - The answer is "No" if
 - specific legal provisions limit the ability of a married woman to open a bank account, such as those stating that a married woman who is separately employed from her husband may open a bank account in her own name, because that implies that a woman without a separate income stream may not do so, or
 - specific provisions limit the capacity of a married woman and prevent her from opening a bank account in her own name, such as required permissions or additional documentation.

- **19a.** Can an unmarried woman choose where to live in the same way as an unmarried man?
 - The answer is "Yes" if there are no restrictions on an unmarried woman choosing where to live.
 - The answer is "No" if there are explicit restrictions on an unmarried woman choosing her place of residence.
- **19b.** Can a married woman choose where to live in the same way as a married man?
 - The answer is "Yes" if there are no explicit restrictions on a married woman choosing where her family may live.
 - The answer is "No" if the husband chooses the family residence or marital home or has more weight in determining where the family will live.
- **20a.** Can an unmarried woman confer citizenship on her children in the same way as an unmarried man?
 - · The answer is "Yes" if
 - both the mother and the father can convey citizenship to the child in the same manner, regardless of where the child is born, or
 - there are additional procedures that must be completed by men but not by women (e.g., proof of paternity).
 - The answer is "No" if
 - only the father can convey citizenship to the child, wherever that child may have been born, or
 - additional procedures are required when citizenship is conveyed by the mother.
 - Where a citizenship law and the constitution conflict on the passage of citizenship, the answer is coded according to whichever came later in time.
- **20b.** Can a married woman confer citizenship on her children in the same way as a married man?
 - · The answer is "Yes" if
 - both the married mother and father may convey citizenship to their children in the same manner, wherever the children are born, or
 - there are additional procedures that must be completed by men but not by women (e.g., proof of paternity).
 - The answer is "No" if only the married father can convey citizenship to the child, wherever that child may have been born, or if additional requirements exist when citizenship is conveyed by the mother.

- Where a citizenship law and the constitution conflict on the passage of citizenship, the answer is coded according to whichever came later in time.
- **21a.** Can an unmarried woman be "head of household" or "head of family" in the same way as an unmarried man?
 - The answer is "Yes" if the definition of head of household is codified, and there are no explicit restrictions on an unmarried woman becoming "head of household" or "head of family."
 - The answer is "No" if there is an explicit restriction on an unmarried woman becoming "head of household" or "head of family;" e.g., a provision stating that only men can be designated "head of household" or "head of family" or that men "lead the family."
 - The answer is "N/A" if the definition of head of household is not codified.
- **21b.** Can a married woman be "head of household" or "head of family" in the same way as a married man?
 - The answer is "Yes" if the definition of head of household is codified, and there are no explicit restrictions on a married woman becoming "head of household" or "head of family."
 - · The answer is "No" if
 - there is an explicit restriction on a married woman becoming "head of household" or "head of family," e.g., a provision stating that only husbands can be so designated or that husbands "lead the family" or "represent the family," or
 - a male is designated as the default family member who receives the family book or equivalent document that is necessary for access to services.
 - The answer is "N/A" if the definition of head of household is not codified.

Division of responsibility within marriage

The three questions in this subtopic address potential legal inequalities that apply to married women:

- **22.** Can a woman convey citizenship to a non-national spouse in the same way as a man?
 - This question compares the ability of an adult married woman to legally convey her citizenship to her nonnational husband with the ability of an adult married man to do the same for his non-national wife.
 - The answer is "Yes" if
 - marriage to a national male or female equally confers some preference in naturalization to the nonnational spouse, or

- neither spouse may convey citizenship to the other; citizenship must be obtained through the general naturalization procedures with no preference of any sort given to the spouse of a national.
- · The answer is "No" if
 - a national husband can convey citizenship to his non-national wife, but a national wife may not do so for her non-national husband, or
 - the ability to convey citizenship to a spouse is procedurally differentiated by gender, e.g., a woman married to a national receives automatic citizenship rights upon her marriage, but a man married to a national must wait a specific number of years to become a citizen.
- 23. Are married women required by law to obey their husbands?
 - · The answer is "Yes" if
 - there is an explicit provision stating that a married woman must obey her husband, or
 - a provision states that disobedience toward her husband has legal ramifications for the wife, such as loss of maintenance.
 - The answer is "No" if there is no provision that a married woman must obey her husband.
- **24.** Do married couples jointly share legal responsibility for financially maintaining the family's expenses?
 - The answer is "Yes" if
 - there is an explicit provision stating that spouses have joint or shared legal responsibility for financially maintaining their family, even if husbands are primarily responsible, or
 - spouses have equal rights and responsibilities within marriage, or
 - the law is silent on the matter.
 - The answer is "No" if there are provisions stating that husbands are solely responsible for the financial support of the family.

Using property

Assumptions

It is assumed that the woman

- · Resides in the economy's main business city.
- Has reached the legal age of majority and is capable of making decisions as an adult; if there is no legal age of majority, the woman is assumed to be 30 years old.

- Is sane, competent, in good health and has no criminal record.
- Is a lawful citizen of the economy being examined.
- Where the question assumes that the woman or man is unmarried, she or he has never been married.
- Where the question assumes that the woman or man is married, the marriage is monogamous and registered with the authorities.
- Where the question assumes that the woman or man is married, the marital property regime under which she or he is married is assumed to be the default marital property regime, and it is also assumed that the marital property regime will not change during the course of the marriage.
- Where the answer differs according to the legal system
 that applies to the woman—as may occur in economies
 where legal plurality exists—the answer used will be the
 one that applies to the majority of the population.

The answers to these questions are based on the law as codified in the main business city and not the practice of that law. Therefore, customary law is not taken into account unless it has been codified. Social or cultural norms are also not taken into account

The questions for the using property indicator are designed to determine what management and control of marital property looks like in the default marital property regime in each economy covered. For all questions relating to the ability of married women to carry out activities independently of their husbands, the key concern is reciprocity. Unequal treatment is counted only where a married man can carry out the activity, and his wife is not able to do so equally.

Marital property regime

The main areas of differentiation between women and men in exercising property rights lie in the rights granted under various marital property regimes: Some of these grant spouses equal treatment in property ownership. Other regimes grant husbands administrative control over jointly owned marital property. Still others grant husbands administrative control over their wives' property. The marital property regime also determines property ownership and administrative rights when a marriage is dissolved.

Women, Business and the Law identifies the main characteristics of the default marital property regime by asking two questions:

- 25. What is the default marital property regime?
 - The default marital property regime is the set of rules that apply to the ownership and management of property within marriage and when the marriage

- ends, when there is no prenuptial agreement. Default marital property regimes are classified as follows:
- Separation of property: All assets and income acquired by the spouses both before they marry and during the marriage remain the separate property of the acquiring spouse. At the time of divorce or the death of one of the spouses, each spouse retains ownership of all assets and income brought to the marriage or acquired during marriage by that person and any value that has accrued to that property.
- Partial community of property: Assets acquired before marriage are regarded as the separate property of the acquiring spouse, and assets and income acquired after marriage, with a few exceptions specified by law, are regarded as joint property of the couple. This regime also applies to cases where assets acquired before marriage and assets acquired during marriage are regarded as the separate property of the acquiring spouse but the accrued value of the property acquired by any of the spouses is considered joint property. At the time of dissolution of the marriage by divorce or death, the joint property or its accrued value is divided equally between the spouses.
- Full community of property: All assets and income
 whether brought into the marriage and acquired
 during the marriage, with a few exceptions specified
 by law, become the joint property of the couple. If
 the marriage is dissolved, all joint property is divided
 equally between the spouses.
- Deferred full or partial community of property: The rules of full or partial community of property apply at the time the marriage is dissolved; until then, separation of property applies.
- Other: This occurs in economies where the default property regime does not fit any of the four descriptions above.
- There is no default marital property regime: This alternative applies in economies where the law requires the spouses to opt into the marital property regime of their choice—with legal alternatives provided—before or at the time of marriage. In economies where there is no default marital property regime, the most common regime is used instead.
- **26.** Who legally administers marital property?

The answer to this question assumes that the default marital property regime applies and is classified as follows:

Original owner: Each spouse retains administrative power over the assets he or she brings into or acquires during the marriage and their accrued value. No consent is needed from the other spouse for transactions in separate property. This administrative scheme is usually found in separation of property regimes and can also be found in deferred full or partial community regimes. It does not cover special provisions concerning the marital home.

- Separate with spousal consent: Each spouse administers his or her separate property but for major transactions needs spousal consent. This administrative scheme is mostly found in separation of property regimes but can also be found in deferred full or partial community and in partial community regimes.
- Both must agree: Both spouses have equal rights in administration and transaction of joint property; they perform all acts of administration together and, if one of the spouses has been delegated administrative rights by the other, spousal consent is implied. This administrative scheme is mostly seen in full and partial community property regimes.
- Husband: The husband has administrative rights over all property, including any separate property of the wife. This scheme is found only in partial community regimes.
- Other: This alternative applies wherever the administrative scheme does not fit into any of the previous categories. It includes, for example, cases in which in principle the law provides for both spouses to administer marital property but if they disagree, either the husband is given the power to ultimately decide, or other members of the family have a say in how the property is administered. Where there is disagreement on how to administer marital property, a court may decide.

Protecting a wife's interests

This subtopic focuses on two areas: (1) legal provisions that limit transactions concerning major assets; and (2) legal recognition of married women's nonremunerated contributions. The related questions are:

- **27.** If the husband administers property, is spousal consent required for major transactions?
 - This question is designed to measure whether the law sets limits to the administrative rights granted to the husband over property to prevent deterioration that may be detrimental to the wife.
 - The answer is "Yes" where the law requires the wife to give consent to any major transaction in property the husband administers, such as selling or pledging the property as collateral.

- The answer is "No" where there is no legal requirement for the wife to consent to transactions performed by the husband in the property he administers.
- The answer is "N/A" where the husband does not solely administer marital property.
- **28.** Are there special provisions for major transactions concerning the marital home?
 - This question is designed to measure specific legal protections concerning the marital home, regardless of the default marital property regime.
 - The answer is "Yes" where the law has provisions related to administration of the marital home, such as a requirement that both spouses agree to any major transaction involving the home, including selling or pledging it as collateral, or that the court will intervene when the spouses disagree. Such provisions are particularly relevant where separation or deferred full or partial community are the default regimes.
 - The answer is "No" if the general rules on transactions related to property within marriage are followed.
- **29.** Does the law provide for valuation of nonmonetary contributions?
 - This question is designed to measure if, at the time a marriage is dissolved, the division of property benefits both spouses. The process of dividing property upon divorce is examined to identify whether caring for minor children, taking care of the family home, or any other nonmonetized contribution from the stay-at-home spouse, usually the wife, is taken into consideration.
 - The answer is "Yes"
 - where an explicit legal recognition of such contributions is found and the law provides for equal or equitable division of the property based on the nonmonetary contributions, or
 - when the default marital property regime is full community, partial community or deferred full or partial community, because these regimes implicitly recognize nonmonetary contributions at the time of property division and benefit both spouses regardless of which of them actually purchased it or holds title to it.
 - The answer is "No" where
 - the default marital property regime is separation of property or other, and there is no explicit legal provision providing for equal or equitable division of property based on nonmonetary contributions.

Property rights

This subtopic deals with the following two legal transactions:

- **30a.** Do unmarried men and unmarried women have equal ownership rights to property?
 - Ownership rights as used here covers the ability to manage, control, administer, access, encumber, receive, dispose of and transfer property.
 - The answer is "Yes" when there is no specific legal restriction related to property applied to single women or men based on gender.
 - The answer is "No" when legal restrictions on property ownership are applied to single women or men, based on gender.
- **30b.** Do married men and married women have equal ownership rights to property?
 - Ownership rights as used here covers the ability to manage, control, administer, access, encumber, receive, dispose of and transfer property. The answer to this question is based on whether husbands and wives married under the default property regime have equal ownership rights over property.
 - The answer is "Yes" when there is no specific restriction or difference in legal treatment applied to married women or men based on gender.
 - The answer is "No" when there are gender differences in the legal treatment of spousal property, for example, if husbands are granted administrative control over marital property.

Inheritance rights

This subtopic focuses on the law that applies where there is no will. In economies where codified law applies only to individuals who have affirmatively renounced customary law, the presumption is that an affirmative renunciation has been made.

- **31.** Do sons and daughters have equal rights to inherit assets from their parents?
 - This question examines whether there are genderbased differences in the rules of intestate succession (there is no will) for transfer of property from parents to children.
 - The answer is "Yes" when the law recognizes children as heirs to property without any restrictions based on gender.
 - The answer is "No" when there are gender-based differences in the recognition of children as heirs to property.

- **32.** Do female and male surviving spouses have equal rights to inherit assets?
 - For purposes of this question, it is assumed that the deceased spouse left no children or any heirs other than the surviving spouse.
 - This question examines whether both spouses have equal rank and rights to inherit assets when there is no will.
 - The answer is "Yes" when surviving spouses of either gender have the same legal rights.
 - The answer is "No" where there are gender-based differences in inheritance.

Going to court

Assumptions

It is assumed that the woman

- · Resides in the economy's main business city.
- Has reached the legal age of majority and is capable of making decisions as an adult.
- Is sane, competent, in good health and has no criminal record.
- Where the answer differs according to the legal system that applies to the woman—as may be the case in economies where legal plurality exists—the answer used will be the one that applies to the majority of the population.

The answers are based on codified law and not whether it is applied in practice. Therefore, customary law is not taken into account unless it has been codified.

This topic assesses both indirect and direct differentiation in the law with relation to women's access to the judicial system. For the first subtopic on equality of access, three questions examine the existence of courts to adjudicate matters of customary or personal law and assess the value of a woman's testimony in court relative to a man's.

Equality of access

- **33.** Does the law recognize customary courts?
 - The answer is "Yes" if the constitution or another law establishes or recognizes the authority of a judicial body (e.g., a court or tribunal) that is competent to exclusively hear cases and apply customary law, codified or not.
 - The answer is "No" if the constitution or another law establishes or recognizes the authority of a judicial body that applies customary law, codified or not, in addition to laws other than customary law.

- **34.** Does the law recognize personal law courts?
 - The answer is "Yes" if the constitution or another law establishes or recognizes the authority of a judicial body (e.g., court or tribunal) that is competent to exclusively hear cases and apply personal law, codified or not
 - The answer is "No" if the constitution or another law establishes or recognizes the authority of a judicial body that is competent to hear cases and apply personal law, codified or not, in addition to laws other than personal law.
- **35.** Does a woman's testimony carry the same evidentiary weight in court as a man's?
 - This question covers all types of court cases.
 - The answer is "No" if the law explicitly differentiates between the evidentiary value of a woman's testimony and that of a man.
 - The answer is "Yes" if the law does not differentiate between the evidentiary value of a woman's testimony and that of a man.

Judicial representation

For this subtopic, three questions look at women's representation on constitutional courts and other court-like institutions that are mandated to review legislative and executive acts and interpret the constitution.

- **36.** How many justices are on the constitutional court?
 - For the purposes of this question, constitutional courts and court-like institutions mandated with the determination of constitutionality of laws and regulations are examined.
 - When a specific number of justices is set by law, the data reflect that number of justices.
 - When the number of justices set by law is a minimum, a maximum or a range, the data reflect the actual number of justices.
 - When a separate chamber of the highest court carries out constitutional review, the question reflects the composition of that chamber.
- **37.** Of those, how many are women?
 - This question reflects how many members of constitutional courts or court-like institutions mandated with the determination of constitutionality of laws and regulations are women.

- **38.** Is the Chief Justice a woman?
 - This question reflects if the Chief Justice of the constitutional court or the court-like body mandated with the determination of constitutionality of laws and regulations is a woman.

Efficiency of procedure

For this subtopic, questions examine the existence of small claims courts and the threshold for claims that they can adjudicate.

- 39. Is there a small claims court or a fast-track procedure for small claims?
 - Small claims courts hear only civil cases between private litigants involving relatively small amounts of money; though the names of such courts vary by jurisdiction, common features generally include relaxed rules of civil procedure, the appearance of adversaries without legal representation, the use of plain language and relaxed evidentiary rules. Fasttrack and simplified procedural rules for small claims operate similarly but the cases are tried in courts of more general jurisdiction.
 - The answer is "Yes" if
 - there is either a small claims court or a fast-track procedure for civil claims of small value, and there is a maximum value of cases that may be heard in a small claims court or fast-track procedure, or
 - the small claims court or fast-track procedure has jurisdiction to hear at least general civil cases.
 - The answer is "No" if
 - there is a small claims court or fast-track procedure but it is competent only to hear commercial claims, not all civil claims, or
 - only a few types of civil disputes are within the jurisdiction of the small-claims court (e.g., rent disputes only).
- **40.** If yes, what is the maximum amount for a small claim?
 - This indicates the highest amount for claims that can be heard in a small claims court; when different amounts apply to civil and commercial cases, the amount that applies to civil cases is used.
 - The answer is "N/A" if the economy in question has no small claims courts or fast-track procedures for civil claims of small value.
 - The answer is presented as a percentage of income per capita.

Providing incentives to work

Taxes and the provision of certain public services can make it either easier or more difficult for women to participate in the labor force. Questions on this topic are:

Personal income tax

- **41.** Are childcare payments tax deductible?
 - The answer is "Yes" if childcare expenses are listed as deductible items in the personal income tax code; for this purpose, childcare expenses cover, e.g., fees for kindergartens or crèches, daycare centers, after-school centers, in-home care and child-minding arrangements.
 - The answer is "No" if the childcare allowance granted by the government is not taxable.
- 42a. Are there tax deductions or credits specific to men?
 - This question is designed to determine whether the tax code differentiates between men and women on deductions and credits and covers instances where tax-specific deductions and credits can only be claimed by male heads of household.
 - The answer is "Yes" if
 - the personal income tax code specifies that a tax deduction or credit applies only to male taxpayers, or
 - the code provides for a tax deduction or credit that can only go to the head of household, and only men can legally be the head of household.
- **42b.** Are there tax deductions or credits specific to women?
 - The answer is "Yes" if the personal income tax code provides for a tax credit or deduction that can only be claimed by female taxpayers.

Childcare and education

- **43.** Does the government support or provide childcare services?
 - For purposes of this question, childcare for children too young for primary education may take such forms as kindergartens or crèches, preschools, daycare centers, after-school centers, in-home care and childminding arrangements.
 - The answer is "Yes" if
 - public authorities fund childcare facilities and services (public or private), or
 - public authorities subsidize the use of private childcare facilities and services, as well as the hiring of child-minders.

- **44.** Does the government provide free and compulsory primary education?
 - The answer is "Yes" if elementary education is mandated by the Constitution or another law and is publicly funded.

Financial support and care

- **45.** Does the government provide a child allowance to parents?³
 - This question covers financial support granted by the government to parents for children not yet old enough for primary school. Support may take such forms as vouchers or preschool fee waivers and transfers. Payments are granted while mothers work. The payments are not tax benefits and do not require attendance at preschool.
 - The answer is "Yes"
 - if allowance is granted up to a certain age and is not associated with maternity, paternity, or parental leave, or
 - even if the allowance is granted to only one of the parents.
 - The answer is "No" if the allowance is granted to a specific class of people (e.g., parents of children with disabilities).
- 46. Must employers provide leave to care for sick relatives?⁴
 - Family care leave is granted to the employee specifically for the purpose of caring for a sick relative and does not include maternity, paternity or parental leave
 - · The answer is "Yes" if
 - the leave is to take care of a sick parent, child or other relative, or
 - the law specifies that the employer has an obligation to grant an employee leave to take care of a sick relative, or
 - the leave is granted in exceptional circumstances related to family matters.
 - The answer is "No" if the law
 - gives the employer the option to grant such leave, or
 - provides that such leave is subject to collective bargaining agreements or any other agreement, including the employer's consent, or
 - allows an employee to work part-time or have a flexible work schedule to care for a sick relative.

Building credit

Registries and bureaus

The background information for these questions comes from the depth-of-credit-information index that is part of the *Doing Business 2016* getting credit indicator. That index covers rules affecting the scope, accessibility and quality of credit information available through private credit bureaus and public credit registries. Credit bureaus and registries are only considered if their coverage extends to at least 5% of the adult population within an economy. Four questions related to areas that could affect women's ability to build credit were examined:

- **47.** What is the minimum loan amount covered in the private credit bureau or public credit registry?
 - This number reflects the lowest minimum loan amount of any credit bureau or registry in the economy in question.
 - If a credit bureau or registry collects data on loans worth less than 1% of income per capita, it is treated as if it collects data on loans of any value; thus an answer of zero here means either that there is no minimum loan amount in at least one credit bureau or registry, or that at least one credit bureau or registry collects data on loans worth less than 1% of income per capita;
 - The answer is "N/A" if there is no credit bureau or registry in the economy.
 - The answer is presented as a percentage of income per capita.
- **48a.** Do retailers provide information to private credit bureaus or public credit registries?
 - For purposes of this question, it is sufficient that any private credit bureau or public credit registry in the economy in question collects information from any retailer.
 - The answer is "N/A" if there is no private credit bureau or public credit registry.
- **48b.** Do utility companies provide information to private credit bureaus or public credit registries?
 - For purposes of this question, it is sufficient that any private credit bureau or public credit registry in the economy in question collects information from a utility company.
 - The answer is "N/A" if there is no private credit bureau or public credit registry.

- **48c.** Do microfinance institutions provide information to private credit bureaus or public credit registries?
 - High-income economies are not included in this sample because microfinance institutions are far more prevalent in developing economies. Also, because traditional bank financing is generally widely available to women in high-income economies, microfinance is less critical to women's quest for capital.
 - For purposes of this question, it is sufficient that any private credit bureau or public credit registry in the economy in question collects information from microfinance institutions
 - The answer is "N/A" if
 - · the economy in question is high-income, or
 - there is no private credit bureau or public credit registry.

Discrimination

- **49a.** Does the law prohibit discrimination by creditors on the basis of gender in access to credit?⁵
 - · The answer is "Yes" if
 - the law prohibits discrimination on the basis of gender or sex, or provides for equal access for both sexes when conducting financial transactions, such as applying for credit or loans, or
 - the law prohibits discrimination on the basis of gender or sex when conducting entrepreneurial activities or receiving financial assistance, or
 - the law prohibits discrimination on the basis of gender or sex when accessing goods and services, and the definition of services in law, regulation or government-published explanations/promotional material covers financial services, or
 - banking and financial services are not listed as services exempt from nondiscrimination laws.
 - The answer is "No" if the law does not prohibit such discrimination.
- **49b.** Does the law prohibit discrimination by creditors on the basis of marital status in access to credit?⁶
 - The answer is "Yes" if
 - the law specifically prohibits discrimination on the basis of marital status or provides for equal access irrespective of marital status when conducting financial transactions, such as applying for credit or loans, or

- the law prohibits discrimination on the basis of marital status when conducting entrepreneurial activities or receiving financial assistance, or
- the law prohibits discrimination on the basis of marital status when accessing goods and services, and the definition of services in law, regulation or government-published explanations/promotional material covers financial services, or
- banking and financial services are not listed as services exempt from nondiscrimination law.
- The answer is "No" if the law does not prohibit such discrimination.

Getting a job

Assumptions

It is assumed that the woman

- · Resides in the economy's main business city.
- Has reached the legal age of majority and is capable of making decisions as an adult.
- · Is a lawful citizen of the economy being examined.
- For purposes of determining the retirement and pensionable age, that she is currently 40 years old and started working at age 25.
- For purposes of determining maternity or parental leave, that she gave birth to her first child without complications on or after January 1, 2014, at age 30, and her child is in good health.
- Is sane, competent, in good health and has no criminal record.
- Has been working long enough to accrue all benefits, including any maternity, parental or retirement benefits.
- Will be nursing until the child is one year old.
- For purposes of determining the retirement and pensionable age, that she has raised only one child.
- Is working as a cashier in the food retail sector in a supermarket or grocery store of at least 60 employees.

It is assumed that the man

- · Resides in the country's main business city.
- Has reached the legal age of majority and is capable of making decisions as an adult.
- Is a lawful citizen of the economy being examined.
- For purposes of determining the retirement and pensionable age, that he is currently 40 years old and started working at age 25.

- For purposes of determining paternity leave or parental leave, has a first child who was born on or after January 1, 2014, without complications, was 30 years old when his child was born, and the child is in good health.
- Is sane, competent, in good health and has no criminal record.
- Has been working long enough to accrue all benefits, including any paternity, parental or retirement benefits.
- Is working as a cashier in the food retail sector in a supermarket or grocery store of at least 60 employees.
- Has completed infant care training courses, which sometimes serve as a prerequisite for extended paternity leave.

In general, the answers to the questions in the getting a job indicator are based on written law and not collective bargaining agreements; however, the latter are taken into account when two conditions are met:

- They cover more than 50% of the work force in the food retail sector.
- They apply to individuals who were not party to the original collective bargaining agreement.

Parental benefits

The subtopic on parental benefits contains 19 questions on maternity, paternity and parental benefits. Maternity covers benefits that apply only to the mother, and paternity covers benefits that apply only to the father. Parental covers benefits that apply to both, even if the distribution of benefits between the two parents is unequal.

50a. Does the law mandate paid or unpaid maternity leave?

- Maternity leave may be paid or unpaid, as long as the government explicitly mandates the right to some form of maternity leave.
- Maternity leave is defined as leave available only to the mother; it does not cover parental leave that is available to both parents.
- Provisions for circumstantial leave by which an employee is entitled to a certain number of days of paid leave (usually fewer than five days) upon the birth of a child are considered paternity leave; even if the law is gender-neutral, such leave is not considered maternity leave if the law covers maternity leave elsewhere.

50b. Does the law mandate paid or unpaid paternity leave?

 Paternity leave may be paid or unpaid as long as the government explicitly mandates the right to some form of paternity leave.

- Paternity leave is defined as leave available only to the father; it does not include leave available to both parents.
- Provisions for circumstantial leave in which an employee is entitled to a certain number of days of paid or unpaid leave (usually fewer than five days) upon the birth of a child are considered paternity leave; even if the law is gender-neutral, such leave is not considered maternity leave as long as maternity leave is covered elsewhere by the law. For example, if the labor code provides that a worker may take a "one-day leave for the birth of a child" as an unpaid justified absence, the term "worker" is gender-neutral, and maternity leave is covered in another article of the code, the one-day unpaid justified absence is considered paternity leave.

50c. Does the law mandate paid or unpaid parental leave?

- Parental leave may be paid or unpaid as long as the government explicitly mandates the right to some form of parental leave shared between mother and father; parental leave may also be an individual entitlement.
- Allowances for a fixed number of days per year applied to family emergencies or child-related responsibilities are not considered parental leave; the leave must be contiguous with the birth of the child and with maternity or paternity leave.

51a. What is the length of paid maternity leave?

- This is the mandatory minimum number of calendar days of maternity leave that legally must be paid by the government, the employer or both.
- Maternity leave is defined as leave available only to the mother; it does not cover parental leave that is available to both parents.
- If paid leave not contiguous with the birth of a child is provided, it is not considered paid maternity leave because it can be taken at any point after the child is born.

51b. What is the length of paid paternity leave?

- This is the mandatory minimum number of calendar days of paternity leave that legally must be paid by the government, the employer or both.
- Paternity leave is defined as leave available only to the father; it does not include leave available to both parents.
- If a father can take paid paternity leave only if the mother does not take her maternity leave, the

assumption is that the mother takes her full entitlement to maternity leave.

51c. What is the length of paid parental leave?

- This is the mandatory minimum number of calendar days of parental leave which by law must be paid by the government, the employer or both.
- If parental leave is an individual rather than a family entitlement, the assumption is that only one parent takes the full entitlement.
- If the law mandates that the length of parental leave is not a specified amount of time but is rather worded "until the child reaches a [certain] age," postnatal maternity leave days are subtracted from the number of parental leave days.
- Parental leave is counted only if it is contiguous with maternity and paternity leave.
- It is assumed that the mother and the father both take the full maternity and paternity leave available to them before taking parental leave.
- If there are several parental leave schemes that the parents or family can choose from, it is assumed that parents select the scheme that pays the most.

52a. Who pays maternity leave benefits?

- This question covers whether maternity leave benefits are funded by the government, the employer or both; if only the employer funds the benefits, the employer bears the entire cost and pays the employee directly.
- Employer contributions to government funds (such as social security) that pay maternity benefits are not considered employer payment of maternity benefits.
- If the law provides that the government must reimburse the employer for all maternity leave benefits paid to employees, the answer is "government 100%."
 If the government only reimburses a portion of the benefits, the answer is "government and employer."
- If the answer is "N/A," no paid maternity leave is available.

52b. Who pays paternity leave benefits?

- This question covers whether paternity leave benefits are funded by the government, the employer or both; if only the employer funds paternity leave benefits, the employer bears the entire cost and pays the employee directly.
- Employer contributions to government funds (such as social security) that pay paternity benefits are not considered employer payments of paternity benefits.

- If the law provides that the government must reimburse the employer for paternity leave benefits paid to employees, it is considered a government payment of the portion reimbursed.
- If the answer is "N/A," no paid paternity leave is available.

52c. Who pays parental leave benefits?

- This question covers whether parental leave benefits are funded by the government, the employer or both; if the employer alone funds parental leave benefits, the employer bears the entire cost and pays the employee directly.
- Employer contributions to government funds, such as social security, that pay parental benefits are not considered employer payments of parental benefits.
- If the law provides that the government must reimburse the employer for parental leave benefits paid
 to employees, the government is considered to be
 paying the portion reimbursed.
- If the answer is "N/A," no paid parental leave is available.

53a. What percentage of wages is paid during maternity leave?

- This is the total percentage of wages covered by all sources during paid maternity leave; when different percentages of wages are covered at different stages of maternity leave, a weighted average is calculated; weights are proportional to the duration of each stage.
- If the law sets a maximum amount of maternity benefits that can be paid or does not stipulate an exact percentage, it is assumed that the woman earns the equivalent of the average value-added per worker. The average value-added per worker is the ratio of an economy's GNI per capita to the working-age population as a percentage of the total population.
- If the answer is "N/A," no paid maternity leave is available.

53b. What percentage of wages is paid during paternity leave?

- This is the total percentage of wages covered by all sources during paid paternity leave; when different percentages of wages are covered at different stages of paternity leave, a weighted average is calculated; weights are proportional to the duration of each stage.
- If the law sets a maximum amount of paternity benefits that can be paid or does not stipulate an exact

- percentage, it is assumed that the man earns the equivalent of the average value-added per worker. The average value-added per worker is the ratio of an economy's GNI per capita to the working-age population as a percentage of the total population.
- If the answer is "N/A," no paid paternity leave is available.

53c. What percentage of wages is paid during parental leave?

- This is the total percentage of wages covered by all sources during paid parental leave.
- The answer is "Partially paid" if the total percentage of wages paid is less than 100%.
- If the answer is "N/A," no paid parental leave is available.

54a. What is the length of unpaid maternity leave?

- This is the mandatory minimum number of calendar days of unpaid maternity leave that an employer must allow an employee to take, whether or not she elects to take it. Parental leave that is optional for both parents is not covered here.
- If leave is provided but is not contiguous with the birth, the leave is not considered unpaid maternity leave because it can be taken at any point after the child is born.
- Unpaid maternity leave is in addition to any paid maternity leave available.

54b. What is the length of unpaid paternity leave?

- This is the mandatory minimum number of calendar days of unpaid paternity leave that an employer must allow an employee to take; parental leave that is optional for both parents is not included here.
- If a father can take unpaid paternity leave only if the mother does not take her maternity leave, it is assumed that the mother takes her full entitlement of maternity leave.
- Unpaid paternity leave is in addition to any paid paternity leave available.

54c. What is the length of unpaid parental leave?

- This is the number of calendar days of unpaid parental leave that an employer must allow an employee to take.
- Unpaid parental leave is in addition to any paid parental leave available.

- If unpaid parental leave is an individual rather than a family entitlement, the assumption is that only one parent takes it.
- **55a.** How many days of unpaid parental leave must be taken by the mother?
 - The question captures whether there is a minimum number of calendar days of unpaid parental leave that can be taken only by the mother and therefore cannot be shared with the father.
 - If the answer is "N/A," no unpaid parental leave is available.
- **55b.** How many days of unpaid parental leave must be taken by the father?
 - The question captures whether there is a minimum number of calendar days of unpaid parental leave that can be taken only by the father and therefore cannot be shared with the mother.
 - If the answer is "N/A," no unpaid parental leave is available.
- **56a.** How many days of paid parental leave must be taken by the mother?
 - The question captures whether there is a minimum number of calendar days of paid parental leave that can be taken only by the mother and therefore cannot be shared with the father.
 - If the answer is "N/A," no paid parental leave is available.
- **56b.** How many days of paid parental leave must be taken by the father?
 - The question captures whether there is a minimum number of calendar days of paid parental leave that can be taken only by the father and therefore cannot be shared with the mother.
 - If the answer is "N/A," no paid parental leave is available.

Workplace protections

For this subtopic seven questions examine women's legal rights in the workplace:

- 57. Does the law mandate equal remuneration for work of equal value?
 - This question captures whether employers are legally obliged to pay equal remuneration to male and female employees who do work of equal value.

- "Remuneration" refers to the ordinary, basic or minimum wage or salary and any additional emoluments payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment.
- "Work of equal value" refers not only to the same or similar jobs but also to different jobs of the same value.
- **58.** Does the law mandate nondiscrimination based on gender in hiring?
 - This question is designed to determine whether the law specifically prevents or penalizes gender-based discrimination in the hiring process; the law may prohibit discrimination in employment on the basis of gender but be silent about whether job applicants are protected from discrimination.
 - Hiring refers to the process of employing a person for wages and making a selection by presenting a candidate with a job offer.
 - Job advertisements, selection criteria and recruitment, although equally important, are not considered "hiring" for purposes of this question.
- **59.** Is it prohibited for prospective employers to ask about family status?
 - This question is designed to determine whether an employer is allowed to inquire about the family status of a prospective employee during a job interview; the law may prohibit discrimination based on this information but be silent about whether employers are allowed to ask for it in the first place.
 - Family status refers to both whether the applicant is married and has children.
 - The answer is "Yes" if the employer may not ask whether the applicant is married or has children.
 - If the law prohibits employers from asking prospective employees personal information, it is assumed that family status constitutes personal information.
- **60.** Is dismissal of pregnant workers prohibited?
 - This question is designed to determine whether pregnancy can serve as grounds for dismissal.
 - The answer is "Yes" if the law explicitly prohibits or penalizes the dismissal of pregnant women.
- **61.** Are mothers guaranteed an equivalent position after maternity leave?
 - The question takes into account paid and unpaid maternity leave and captures whether the employer has

- a legal obligation to reinstate the returning employee in an equivalent or better position and salary than the employee had pre-leave.
- Where the maternity leave regime explicitly states that the employee may not be indefinitely replaced, the answer is assumed to be "Yes."
- Where the maternity leave regime explicitly establishes a suspension of the employee's contract, the answer is assumed to be "Yes."
- In economies that also have parental leave and the law guarantees return after the leave to the same or an equivalent position paid at the same rate but is silent on guaranteeing the same position after maternity leave, the answer is "Yes."
- The answer is "N/A" if no paid or unpaid maternity leave is available.
- **62.** Are employers required to provide break time for nursing mothers?
 - The answer is "Yes" if the law specifically requires firms and employers to provide break time for nursing mothers who breastfeed at work; such a requirement may depend on the size of the firm or the proportion of women it employs.
- 63. Are parents entitled to flexible/part-time schedules?
 - The answer is "Yes" if the law offers employees who have minor children easier access to flexible work schedule arrangements or part-time work than employees who are not parents of minor children.

Retirement and pensions

For this subtopic there are six questions on retirement and pensions. The following assumptions are specific to this subtopic:

- If retirement is governed not by age but by number of years worked or number of years in which contributions have been made, or if transitional provisions increase or decrease the retirement age over a period of years, it is assumed that the worker is currently 40 years old and started working at age 25.
- · Answers are rounded to the nearest year.
- **64a.** What is the age at which a man can retire and receive full benefits?
 - It is assumed that the retiree has completed all the necessary qualifications to retire and receive full benefits.
 - If there is no national law on retirement benefits, the answer is "N/A."

- **64b.** What is the age at which a woman can retire and receive full benefits?
 - It is assumed that the retiree has completed all the necessary qualifications to retire and receive full benefits.
 - If there is no national law on retirement benefits, the answer is "N/A"
- **65a.** What is the age at which a man can retire and receive partial benefits?
 - This is the age at which a man can retire but not with full pension benefits, either because he did not accumulate enough work experience or contributions, or because he has not reached the age that would qualify him for a full pension.
 - If there is no specified age at which a man can retire and receive partial benefits, the answer is the same as the age at which a man can retire and receive full benefits (see 64a).
 - If there is no national law on retirement benefits, the answer is "N/A."
- **65b.** What is the age at which a woman can retire and receive partial benefits?
 - This is the age at which a woman can retire but not with full pension benefits, either because she did not accumulate enough work experience or contributions, or because she did not reach the age that would qualify her for full pension.
 - If there is no specified age at which a woman can retire and receive partial benefits, the answer is the same as the age at which she can retire and receive full benefits (see 64b).
 - If there is no national law on retirement benefits, the answer is "N/A."
- **66a.** What is the mandatory retirement age for men?
 - This is the age at which a man must cease employment or loses the right to continue working for his employer. Even if the law allows employers and employees to contract for work beyond that age, retirement is still considered mandatory because the employer can legally oblige the employee to retire.
 - "N/A" means there is no age at which a man is required to retire.
- **66b.** What is the mandatory retirement age for women?
 - This is the age at which a woman must cease employment or loses the right to continue working for her employer. Even if the law allows employers and

- employees to contract for work beyond that age, retirement is still considered mandatory because the employer can legally oblige the employee to retire.
- "N/A" means there is no age at which a woman is required to retire.

Working hours and industry restrictions

The 12 questions for this subtopic cover working hour and jobspecific restrictions on women. Restrictions specific to pregnant women or nursing mothers are not covered here. For purposes of this section, it is assumed that the woman gave all necessary permissions, including written consent. The assumption that the woman is employed in the food retail sector does not apply here: restrictions for all industries are counted.

- **67.** Can nonpregnant and nonnursing women work the same night hours as men?
 - This question is designed to determine whether nonpregnant and nonnursing women—but not men—are prohibited from working at night. Night-hour restrictions on women in specified industries are captured in later questions.
 - The answer is "Yes" if there are no restrictions on women working at night. If the law conditions women's ability to work at night on employer compliance with safety measures (such as providing transportation to and from work), the answer is also "Yes."
 - The answer is "No" if the law
 - · broadly prohibits women from working at night, or
 - broadly prohibits women from working at night but provides for exceptions, such as in cases of force majeure.
 - Where the law indicates that a given ministry or minister may promulgate regulations restricting women's work at night, this is considered a restriction.
- **68.** Can nonpregnant and nonnursing women do the same jobs as men?
 - This question is designed to determine if there are specific jobs that women explicitly or implicitly cannot perform except in limited circumstances.
 - Both partial and full restrictions on women's work are counted as restrictions. For example, if women are only allowed to work in certain jobs within the mining industry, e.g., as health care professionals within mines but not as miners, this is a restriction.
 - Explicit restrictions on women doing certain jobs, such as mining, are examined, as are implicit restrictions stating that women cannot work in "hazardous"

- or "arduous" conditions, or in jobs deemed morally or socially inappropriate.
- Where the law indicates that a given ministry or minister may promulgate regulations restricting women's work in particular industries, this is considered a restriction.

Questions 69a to 71c disaggregate the information collected in question 68 to determine in which job categories women face restrictions.

Implicit restrictions

- **69a.** Can nonpregnant and nonnursing women work in jobs deemed hazardous in the same way as men?
 - The answer is "Yes" if there are no laws that prohibit women from working in a broad and subjective category of jobs deemed "hazardous."
 - The answer is "No" if the employer can determine whether particular jobs are too hazardous for women but not for men. In such cases, the law explicitly uses the term "hazardous" or its synonyms to describe a broad category of jobs that women—but not men are prohibited from doing. Work of a hazardous nature includes, for example, jobs that could have a harmful effect on or increased risk to women's lives or health, given women's psycho-physical qualities, or jobs not deemed to have a harmful effect on or increased risk to men's life or health given men's psycho-physical qualities.
 - Where the law indicates that a given minister or ministry may promulgate regulations restricting women's work in hazardous jobs, the answer is "No."
- **69b.** Can nonpregnant and nonnursing women work in jobs deemed morally or socially inappropriate⁷ in the same way as men?
 - The answer is "Yes" if there are no laws that prohibit women from working in a broad and subjective category of jobs deemed morally or socially inappropriate.
 - The answer is "No" if the employer can determine whether particular jobs are morally inappropriate or socially harmful for women but not for men. In such cases, the law explicitly uses the term "morally inappropriate" or its synonyms to describe a broad category of jobs that women—but not men—are prohibited from doing. Work that is morally inappropriate includes, for example, employment that is considered not in accordance with the "moral development" only of women.
 - Where the law indicates that a given minister or ministry may promulgate regulations restricting women's

work in morally or socially inappropriate jobs, the answer is "No."

- **69c.** Can nonpregnant and nonnursing women work in jobs deemed arduous in the same way as men?
 - The answer is "Yes" if there are no laws that prohibit women from working in a broad and subjective category of jobs deemed arduous.
 - The answer is "No" if the employer can determine whether particular jobs are too arduous for women but not for men. In such cases, the law explicitly uses the term "arduous" or its synonyms to describe a broad category of jobs that women—but not men are prohibited from doing. Work of an arduous nature includes jobs that involve particularly hard manual labor or jobs that are considered to exceed women's capabilities.
 - Where the law indicates that a given minister or ministry may promulgate regulations restricting women's work in arduous jobs, the answer is "No."

Explicit restrictions on occupations and sectors

- **70a.** Can nonpregnant and nonnursing women work in mining in the same way as men?
 - The answer is "Yes" if there are no restrictions on women working in the mining industry.
 - The answer is "No" if there are full or partial restrictions on women working in the mining industry.
- **70b.** Can nonpregnant and nonnursing women work in factories in the same way as men?
 - The answer is "Yes" if there are no restrictions on women working in factories.
 - The answer is "No" if there are full or partial restrictions on women working in factories.
- 70c. Can nonpregnant and nonnursing women work in construction in the same way as men?
 - The answer is "Yes" if there are no restrictions on women working in construction.
 - The answer is "No" if there are full or partial restrictions on women working in construction.
- **70d.** Can nonpregnant and nonnursing women work in the same occupations as men?⁸
 - The answer is "Yes" if there are no restrictions on women working in specific occupations or sectors other than mining, construction and factory work.

 The answer is "No" if there are restrictions on women working in specific occupations or sectors other than mining, construction and factory work.

Explicit restrictions on job-related tasks

- **71a.** Can nonpregnant and nonnursing women work in metalworking in the same way as men?
 - The answer is "Yes" if there are no restrictions on women working in metal work.
 - The answer is "No" if there are full or partial restrictions on women working in metal work.
- 71b. Can nonpregnant and nonnursing women engage in jobs requiring lifting weights above a threshold in the same way as men?
 - The answer is "Yes" if there are no restrictions on women engaging in jobs with a minimum weightlifting requirement, or if there are no differences between the amount of weight men and women can lift.
 - The answer is "No" if there are full or partial restrictions on women engaging in such jobs.
 - The answer is also "No" if women cannot perform work requiring heavy lifting, for example, if the law prohibits women from working in jobs that involve the loading and unloading of goods.
- **71c.** Can nonpregnant and nonnursing women do the same job-related tasks as men?⁹
 - Job-related tasks refers to specified actions women are prohibited from doing, materials or substances women are prohibited from working with, or particular settings women are prohibited from working in. For purposes of this question, metalwork and lifting weights above a set threshold are not included because they are captured separately in previous questions.
 - The answer is "Yes" if there are no restrictions on women doing the same job-related tasks as men.
 - The answer is "No" if there are restrictions on women doing particular job-related tasks but not on men doing them.

Protecting women from violence

The indicator on protecting women from violence examines the existence and scope of laws covering domestic violence, sexual harassment, marital rape, age of marriage and protection orders.

Assumptions

It is assumed that the woman

- Resides in the main business city of the economy being examined.
- Has reached the legal age of majority and is capable of making decisions as an adult. If there is no legal age of majority, the woman is assumed to be 30 years old.
- Is sane, competent, in good health, has no criminal record and is a lawful citizen of the economy where she resides.

The answers to the questions below are based on statutory or codified law for civil law systems, and on case law, which for common law systems is law established by judicial decisions in cases that set binding precedents. Customary law is not taken into account unless it has been codified or upheld by case law. The answers are based solely on the letter of the law and not on how the law is applied in practice.

Domestic violence

This subtopic covers the existence and scope of laws on domestic violence. Domestic violence is gender-specific, commonly directed against women, and occurring within the family and in intimate relationships. Intimate relationships may be with either spouses or unmarried intimate partners. The violence can take the form of physical, sexual, emotional or financial abuse. There are 14 questions for this subtopic:

- 72. Is there domestic violence legislation?
 - · The answer is "Yes" if
 - there is legislation addressing domestic violence: violence between spouses, within the family or members of the same household, or in interpersonal relationships, including intimate partner violence that is subject to criminal sanctions or provides for protection orders for domestic violence, or
 - the legislation addresses "cruel, inhuman or degrading treatment" or "harassment" that clearly affects physical or mental health, and it is implied that such behavior is considered domestic violence.
 - The answer is "No" if
 - there is no legislation addressing domestic violence, or what does so refers to or prohibits domestic violence but does not provide for sanctions or orders of protection, or
 - the provision enables a woman to obtain a protection order only if the husband has been convicted of the offense or the wife has ceased to reside in the common home, or

- the provision protects only a specific category of women (e.g., pregnant) or defines the offense in terms of specific motives (e.g., violence against a person in connection with performing a professional or civil duty), or
- there is only a provision that heightens penalties for general crimes covered in the criminal code if committed between spouses or within the family.
- 73. If there is no legislation specifically protecting against domestic violence, are there aggravating penalties¹⁰ for crimes against a spouse or family member?¹¹
 - The answer is "Yes" if penalties are increased for offenses committed by a spouse, family member or intimate partner but there is no other provision on domestic violence.
- 74. Are there clear criminal penalties for domestic violence?¹²
 - · The answer is "Yes" if
 - the law addressing domestic violence clearly establishes criminal penalties for domestic violence offenses, or
 - the domestic violence law does not prescribe criminal sanctions but states that domestic violence offenses will be sanctioned in accordance with the criminal code, or
 - domestic violence is addressed in the criminal code, which criminalizes violence by or against a spouse, a family member or an intimate partner, or
 - the criminal code provides for aggravated penalties if an offense is committed by or against a spouse, a family member or an intimate partner.
 - The answer is "No" if
 - the domestic violence law does not provide for criminal sanctions or the provision on sanctions does not protect individuals from violence by or against a spouse, a family member or an intimate partner, or
 - the provision addressing domestic violence prohibits only the conduct or establishes only noncriminal penalties or penalties for violating a protection order.
- **75a.** Does domestic violence legislation cover physical violence?
 - The answer is "Yes" if
 - the term "physical" violence or abuse is clearly defined or stated in the law or provision as a form of domestic violence, or

- the language in the provision can clearly be interpreted as treating physical violence or abuse as a form of domestic violence, including cruel or inhuman treatment, or harassment if stated as affecting physical health.
- The answer is "No" if the domestic violence law does not use the term "physical" violence or abuse or other language that can clearly be interpreted as physical violence or abuse.
- **75b.** Does domestic violence legislation cover sexual violence?
 - · The answer is "Yes" if
 - the term "sexual" violence or abuse is clearly defined or stated in the law or provision as a form of domestic violence, or
 - language in the provision can clearly be interpreted as treating sexual violence or abuse as a form of domestic violence, including rape between spouses.
 - The answer is "No" if
 - the domestic violence law does not contain the term "sexual" violence or abuse or other language that can clearly be interpreted as referring to sexual violence or abuse, or
 - the provision on sexual abuse is not classified as occurring within the context of domestic violence, or if legislation on sexual abuse covers only female genital mutilation or rape.
- **75c.** Does domestic violence legislation cover emotional violence?
 - The answer is "Yes" if
 - the term "psychological" or "emotional" violence or abuse is clearly defined or stated in the law as a form of domestic violence, or
 - the law contains language that can clearly be interpreted as psychological or emotional violence or abuse being a form of domestic violence, such as outrages upon personal dignity, humiliating and degrading treatment and harassment, if affecting mental health, and harm, if interpreted as emotional harm.
 - The answer is "No" if the domestic violence law does not contain the term "psychological" or "emotional" violence or abuse or other language that can clearly be interpreted as psychological or emotional violence or abuse.

- **75d.** Does domestic violence legislation cover economic violence?
 - The answer is "Yes" if
 - the term "financial" or "economic" violence or abuse is clearly defined or stated in the law as a form of domestic violence, or
 - the law contains language that can clearly be interpreted as financial or economic violence or abuse, or
 - a provision covers the use of violence that causes or results in consequences affecting the livelihood of the victim.
 - The answer is "No" if the domestic violence provision does not use the term "financial" or "economic" violence or abuse, or other language that can clearly be interpreted as financial or economic violence or abuse.
- Does legislation on domestic violence protect family members?¹³
 - · The answer is "Yes" if
 - the law addressing domestic violence clearly protects spouses or married couples, or
 - the law clearly protects family members or members of the same household, including cohabiting individuals.
 - The answer is "No" if the law addressing domestic violence does not cover married couples, spouses, family members or members of the same household.
- 77. Does domestic violence legislation protect former spouses?¹⁴
 - The answer is "Yes" if it clearly protects former partners or spouses.
 - The answer is "No" if it does not clearly protect former partners or spouses.
- **78.** Does domestic violence legislation protect unmarried intimate partners?
 - The answer is "Yes" if the legislation clearly protects women in unmarried, intimate relationships, including cohabiting and noncohabiting partners.
 - The answer is "No" if the legislation only covers married couples or spouses and does not protect women in unmarried, intimate relationships.
 - The answer is also "No" if the legislation covers de facto spouses, defined as persons who have gone through a form of ceremony recognized as a marriage but that has not been registered or is not capable of being registered.

- **79.** Do protection orders for domestic violence exist?¹⁵
 - The answer is "Yes" if victims of domestic violence can obtain a protection order in cases of domestic violence.
- **80.** Do protection orders provide for removal of the perpetrator from the home?¹⁶
 - The answer is "Yes" if the protection order obtained in cases of domestic violence provides for removal of the perpetrator from the home or ensures the perpetrator does not approach the home.
- **81.** Do protection orders cover prohibition of contact and maintaining distance from the survivor?¹⁷
 - The answer is "Yes" if the protection order obtained in cases of domestic violence provides for prohibiting contact with the survivor and/or requiring the perpetrator to maintain a geographic distance from the survivor or contains similar language.
- **82.** Is there a specialized court or procedure for cases of domestic violence?
 - The answer is "Yes" if the law
 - establishes a court with exclusive jurisdiction on matters related to domestic violence, or
 - provides revised rules of civil procedure or specially trained judges for matters related to domestic violence in a nonspecialized court, or
 - establishes special procedures for protection or restraining orders for cases of domestic violence.
 - The answer is "No" if there are no special courts, procedures or protection or restraining orders for cases of domestic violence.

Sexual harassment

Sexual harassment is any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another. Such harassment may be but is not necessarily of a form that interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. There are nine questions for this subtopic.

- **83a.** Is there legislation that specifically addresses sexual harassment?
 - The question is meant to capture whether there is a law or specific provisions on sexual harassment; provisions may be general or apply only to employment.

- The answer is "Yes" if
 - legislation specifically addresses and protects against sexual harassment, including unwelcome sexual advances; requests for sexual favors; verbal or physical conduct or gestures of a sexual nature; annoyance, if understood to include harassment with sexual content; or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another, or
 - sexual harassment is considered "discrimination," and legislation protects against discrimination, or
 - there is a provision protecting against sexual harassment in employment, including provisions on inducing indecent or lewd behavior coupled with financial or official dependence or authority, abuse of position or authority, or language that can be clearly interpreted to mean such dependence or abuse.
- The answer is "No" if
 - the law does not specifically address sexual harassment, or
 - the behavior or gesture of sexual nature is performed using force or violence or the threat of force or violence, which is understood to constitute a crime, e.g., sexual assault or abuse, or
 - the conduct covered in the legislation is not directed at a specific individual, or
 - the legislation allows an employee to terminate employment based on sexual harassment but provides for no other protection (however, a provision allowing the employer to terminate an employee's contract for committing sexual harassment will be considered), or
 - the legislation protects only a specific category of women or those in a specific area or sector of employment, e.g., protection from sexual harassment in political functions, or applies only to government or state-owned enterprises, or
 - the legislation accounts only for sexual acts, including intercourse or copulation, as clearly involving contact of or with genital organs, or
 - the legislation states only that the employer has a duty to prevent sexual harassment, but there are no provisions to prohibit or provide sanctions for sexual harassment, or
 - the legislation addresses harassment in general but makes no reference to acts of a sexual nature or contact.

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83b. Are there civil remedies for sexual harassment?¹⁹

- The question covers whether the law provides for civil remedies such as compensation for victims of sexual harassment or recovery of monetary damages.
- · The answer is "Yes" if
 - the legislation provides for civil remedies or compensation for victims of sexual harassment, or
 - there is a provision on sexual harassment in the criminal code that provides for reparation of damages for offenses covered by the code.

83c. Are there criminal penalties for sexual harassment?

- The answer is "Yes" if legislation specifies criminal sanctions, such as fines and imprisonment, for sexual harassment.
- The answer is "No" if
 - there are no criminal sanctions for sexual harassment, or
 - the legislation on sexual harassment refers to penalties for more serious offenses in the criminal code, such as sexual assault, or
 - the law prohibits only sexual harassment in employment and sets forth only that the employer should apply discretionary sanctions.

84a. Is there legislation on sexual harassment in employment?

- The question covers provisions on sexual harassment in the workplace or in employment, whether or not sanctions apply.
- The answer is "Yes" if
 - there is legislation that specifically protects against sexual harassment in employment, including unwelcome sexual advances, requests for sexual favors, verbal or physical conduct or gestures of a sexual nature, annoyance if understood to include harassment with sexual content, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another in connection with employment, including provisions on inducing indecent or lewd behavior coupled with financial or official dependence or authority, abuse of position or authority, or language that can be clearly interpreted to mean such dependence or abuse. or
 - sexual harassment is deemed discrimination in employment, and the law protects against discrimination.

- · The answer is "No" if
 - there is no legislation specifically addressing sexual harassment in employment, or
 - a behavior or gesture of sexual nature uses force or violence or the threat of force or violence, which is understood to constitute a crime, e.g., sexual assault or abuse, or
 - the conduct covered by legislation is not directed at a specific individual, or
 - the legislation allows an employee to terminate an employment contract based on sexual harassment but provides for no other protection, although a provision allowing the employer to terminate an employee's contract for committing sexual harassment will be taken into account, or
 - the legislation covers only public or only private sector employees, but not both, or
 - the legislation protects only a specific category of women or only a specific area of employment, e.g., protection from sexual harassment in political functions, or applies only to government or stateowned enterprises, or
 - the legislation refers only to sexual acts, including intercourse or copulation, as clearly involving contact of or with genital organs, or
 - the legislation states only that the employer has a duty to take measures to prevent sexual harassment, but there are no provisions prohibiting or providing sanctions for sexual harassment, or
 - the legislation addresses harassment in general but makes no reference to acts of a sexual nature or contact.

84b. Are there civil remedies for sexual harassment in employment?²⁰

- The question covers whether the law provides for civil remedies for sexual harassment in employment, such as compensation for victims or recovery of monetary damages.
- The answer is "Yes" if
 - the legislation provides for civil remedies or compensation for victims of sexual harassment in employment, or
 - there is a provision on sexual harassment in the workplace in the criminal code that provides for reparation of damages for offenses covered by the code.

- **84c.** Are there criminal penalties for sexual harassment in employment?
 - The question covers sanctions such as imprisonment or fines specifically for sexual harassment in the workplace.
 - The answer is "Yes" if the legislation specifies criminal sanctions, such as fines and imprisonment, for sexual harassment in employment.
 - The answer is "No" if
 - there are no criminal sanctions for sexual harassment in employment, or
 - the law on sexual harassment refers to penalties for more serious offenses in the criminal code, such as for sexual assault, or
 - the law prohibits sexual harassment in employment but states only that the employer should apply discretionary sanctions.
- **85.** Is there legislation on sexual harassment in education?
 - The question covers provisions addressing sexual harassment in education, educational facilities, schools or where the offender is in the role of educator, professor or in charge of the education of the victim, whether or not there are sanctions associated with the provision.
 - The answer is "Yes" if the legislation specifically covers sexual harassment in education or contains language that can clearly be interpreted as sexual harassment in education
 - · The answer is "No" if
 - the legislation does not specifically cover sexual harassment in education, or
 - it covers sexual harassment only in public or only in private education, but not in both.
- **86.** Is there legislation on sexual harassment in public places?
 - The answer is "Yes" if the legislation specifically covers sexual harassment in public places, including public spaces, in the public life or sphere, or in transportation.
 - The answer is "No" if the legislation does not cover sexual harassment in public places, public spaces, in public, in the public life or sphere, or in transportation.

Child and early marriage

- 87a. What is the legal age of marriage for boys?21
 - The legal age of marriage for boys is the age at which boys can be married without parental or another authority's consent.
 - The legal age of marriage for boys is also the age before which boys are not allowed to be married, assuming no exceptions are provided for.
- 87b. What is the legal age of marriage for girls?²²
 - The legal age of marriage for girls is the age at which girls can be married without parental or another authority's consent.
 - The legal age of marriage for girls is also the age before which girls are not allowed to be married, assuming no exceptions are provided for.
- **88.** Are there any exceptions to the legal age of marriage?²³
 - The answer is "Yes" if girls or boys may get married before the specified legal age of marriage with the consent of, e.g., a parent, guardian, the judge, the court, or any other authority.
- **89.** Does the law prohibit or invalidate child or early marriage?²⁴
 - The answer is "Yes" if there are provisions that prevent the marriage of girls, boys, or both before they reach the legal age for marriage or the age of marriage with consent, including, for example, a prohibition on registering the marriage or provisions stating that such a marriage is null and void.
 - The answer is "No" if
 - there are no provisions invalidating the marriage or prohibiting the registration under a minimum age, or
 - the marriage is invalid based on lack of consent of the parent or guardian when the law does not set a minimum age.
- **90.** Are there penalties in the law for authorizing or knowingly entering into child or early marriage?²⁵
 - The answer is "Yes" if there are enforcement measures or sanctions in the law against anyone who allows, registers or celebrates the marriage of girls or boys violating the legal age requirements, including for any party to the marriage who is over the legal age of marriage and knowingly marries someone not of legal age.

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Marital rape

- 91. Does legislation explicitly criminalize marital rape?²⁶
 - · The answer is "Yes" if
 - there is legislation that explicitly criminalizes the act of marital rape by providing that rape or sexual assault provisions apply "irrespective of the nature of the relationship" between the perpetrator and complainant or by stating that "no marriage or other relationship shall constitute a defense to a charge of rape or sexual assault under the legislation." or
 - there is legislation that explicitly criminalizes the act of rape between (i) persons in marital relationships; (ii) relatives, when the law explicitly considers spouses relatives (but not for relatives in general); or (iii) persons in situations of abuse or dependency of family position (but not of dependency in general), when the law clearly includes spouses within the definition of family; or when legislation that explicitly criminalizes the act of rape states that the spouse is a potential offender or is not exempt from charges, or
 - marital relationships are an aggravating factor for the crimes of rape and sexual assault that includes elements of rape, or if the law sets out conditions in which the penalty for marital rape or rape by the husband is mitigated so that the criminalization of marital rape can be inferred.
 - The answer is "No" if
 - there are no criminal sanctions for the offense (i.e., the law only "prohibits" the act, provides for the application of protection orders, or "allows a judge to order a husband not to rape his wife"), or
 - the provision on marital rape applies only if the spouses are separated or in the process of getting separated, or
 - the provision covers only relationships of dependency in general, or financial or official dependence, or
 - the provision on rape applies only in certain circumstances, such as sickness, or
 - the provision applies only to family members, and spouses are not clearly included in the definition of family.

- **92.** If there is no specific provision that explicitly criminalizes marital rape, can a woman otherwise file a criminal complaint against her husband for rape?²⁷
 - The answer is "Yes" if legislation entitles a woman to file a complaint for rape against her husband or partner, and does not exclude spouses from its application.
 - The answer is "No" if
 - the legislation on rape or sexual assault contains exemptions that prevent spouses from being charged with the offense or states that there is no crime of rape between husband and wife or within marriage, or
 - · rape is not a codified crime.
- **93.** Is the husband exempt from facing criminal penalties for rape (marital rape exemption)?²⁸
 - The answer is "Yes" if
 - the legislation on rape or sexual assault, or general criminal law, exempts husbands or spouses from being charged with the offense or clearly states that there is no crime of rape between husband and wife or within marriage, or
 - the provision on rape between spouses is conditioned on the act being committed with violence.
- **94.** Are perpetrators exempt from facing criminal charges for rape if they marry the victim?²⁹
 - The answer is "Yes" if
 - the legislation on rape or sexual assault, or general criminal law, exempts the perpetrator from being charged with the offense if he marries the victim after the crime, or
 - the legislation provides for mitigated penalties if the perpetrator marries the victim after the crime.

Summary of methodology changes

There were several changes of methodology between *Women*, *Business and the Law 2014* and *Women*, *Business and the Law 2016*. For that reason, the data presented on the website were recomputed to match the new methodology. In six of the topics there were changes of methodology as follows:

Accessing institutions: includes new questions on whether legislative quotas exist for women candidates on candidate lists in national parliament and local government elections. Where such quotas exist the applicable percentage is stated. These new questions complement previous questions on reserved

seat quotas, allowing for a more accurate representation of how women's political representation is promoted in a diversity of political systems. The methodology for the question on whether customary law is recognized by the constitution has been revised to capture only cases in which customary law is widely applicable. The question no longer captures instances where customary law may only be applied by indigenous communities in restricted territories.

Going to court: explicit restrictions on women's testimony relative to men's are taken into account. Unwritten laws, including unwritten religious laws, are excluded from this question. The questions on customary law and personal law courts only cover courts with exclusive jurisdiction.

Providing incentives to work: the question on childcare now covers public childcare services, including preschools, which are either provided directly by the government or by government-subsidized private childcare institutions. New questions were added covering financial support provided by the government to parents with children under the age of primary education and the availability of a leave for employees specifically to care for a sick relative.

Building credit: includes new questions that examine whether the law prohibits discrimination on the basis of gender and marital status by creditors in access to credit.

Getting a job: the assumption that the woman or man is a non-managerial employee in the manufacturing sector working for a firm of at least 50 employees has been modified. It is now assumed that the woman or man is a cashier in the food retail sector working for a supermarket or grocery store of at least 60 employees. For questions on the length of paid and unpaid parental leave, an assumption has been added that only one parent takes the full parental leave entitlement where parental leave is an individual entitlement. The questions on industry restrictions for women's work have been further disaggregated into 10 specific areas, rather than the previous 8. A question has been added to capture if there is any other sector where women cannot work apart from mining, construction

and factories, which are considered separately. Additionally a question has been added to capture whether there are any other job-related tasks that women cannot do, apart from metalwork or lifting weights above a certain threshold, which are examined separately. The question on whether non-pregnant and non-nursing women can work the same night hours as men now captures laws that broadly restrict women from working at night. Previously, restrictions on women working at night in factories were also captured by this question, as it was assumed that the woman works in the manufacturing sector. Where the law conditions women's ability to work at night on employer compliance with safety measures (such as providing transportation to and from work), a restriction is not counted, as legislating safety measures can facilitate women's ability to work at night.

Protecting women from violence: the question on whether there is legislation specifically addressing domestic violence was revised to exclude provisions that only provide for aggravated penalties in case of crimes committed between spouses or family members and a new question was added to capture such provisions. The question addressing protection of victims of domestic violence was further disaggregated to determine whether the law specifically covers spouses or family members and former spouses or partners. A new question was added to determine whether the legislation establishes criminal penalties for domestic violence. Four new questions were included to cover explicit provisions on marital rape, the availability of general criminal law to prosecute for rape, and exemptions for perpetrators of rape when they are married or subsequently marry the victim. New questions were added examining the availability of protection orders for victims of domestic violence and whether they provide for removing the perpetrator from the home and prohibiting contact with the victim. Additionally, new questions were added to capture the legal age of marriage of boys and girls, exceptions to the legal age of marriage, provisions invalidating or prohibiting child or early marriage and penalties for authorizing or knowingly entering into child marriages. The questions on sexual harassment provisions were further disaggregated to cover the availability of civil remedies for victims of sexual harassment.

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Notes

- 1 This is a new question.
- 2 This is a new question.
- 3 This is a new question.
- 4 This is a new question.
- 5 This is a new question.
- 6 This is a new question.
- "Morally inappropriate" jobs are often not defined objectively but are left to employers to determine subjectively. However, some economies categorize such jobs as distributing images, working in casinos, or producing alcohol as morally inappropriate.
- 8 This is a new question.
- 9 This is a new question.
- "Aggravated penalties" refers to circumstances that heighten the severity of the criminal act, leading to an increase in the perpetrator's penalty or punishment.
- 11 This is a new question.
- 12 This is a new question.
- 13 This is a new question.
- 14 This is a new question.
- 15 This is a new question.
- 16 This is a new question.
- 17 This is a new question.
- 18 UNHCR. 2005. "UNHCR's Policy Framework on Harassment, Sexual Harassment and Abuse of Authority." http://www.un.org /womenwatch/osagi/UN_system_policies/(UNHCR)policy_on harassment.pdf
- 19 This is a new question.
- 20 This is a new question.
- 21 This is a new question.
- 22 This is a new question.
- 23 This is a new question.
- 24 This is a new question.
- 25 This is a new question.
- 26 This is a new question.
- 27 This is a new question.
- 28 This is a new question.
- 29 This is a new question.



		AFGHANISTAN		ALBANIA
REGION		South Asia		Europe & Central Asia
INCOME GROUP		Low income		Upper middle income
FEMALE POPULATION		15,422,818		1,445,100
FEMALE LABOR FORCE PARTICIPATION		16%		52%
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	Ye	es)	⁄es
2. If yes, does it mention gender?	N	lo	Y	⁄es
3. Does the constitution contain a clause on equality?	Ye	es	Y	∕es
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?		quota		quota
7. What are the quotas for women in parliament?	27			quota
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?	No q No q			quota 0%
What are the quotas for women on candidate lists for local government? 10. What are the quotas for women on candidate lists for local government?		juota		0%
Rights of married and unmarried women	Married	Unmarried		Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	No	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	No	No	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	No	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man? 18. The same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage	V			/
Do spouses have equal rights to convey citizenship? Are wives required to obey their husbands?		es es	_	/es No
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?		lo		vo ∕es
				G
USING PROPERTY				
Marital property regime 25. What is the default marital property regime?	Sen	aration of property	Partial	community of property
26. Who administers marital property?		Original owner		Both must agree
Protecting a wife's interests				•
27. If the husband administers property, is spousal consent required for major transactions?	N _i	/A	N.	I/A
28. Are there special provisions governing the marital home?	N	lo	Y	⁄es
29. Does the law provide for valuation of nonmonetary contributions?	N	lo	Y	⁄es
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	No	No	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	N			/es
32. Do female and male surviving spouses have equal inheritance rights?	N	lo	Y	/es
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?		lo		No
34. Are personal law courts recognized?		es		No
35. Is a woman's testimony afforded equal weight to that of a man?	N	lo	Y	⁄es
Judicial representation		0		0
36. How many justices are on the constitutional court? 37. Of those, how many are women?		0		2
38. Is the Chief Justice a woman?		lo		No .
		0		10
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	N'	lo	1	No
40. If yes, what is the maximum amount (%GNI/capita)?	N,			I/A
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	N	lo	1	No
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Ye	es	У	⁄es
44. Is primary education free and compulsory?	Ye	es	Y	⁄es
Financial support and care				
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	N	lo	١	⁄es

	AFGHANISTAN				ALBANIA				
BUILDING CREDIT									
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			0	1%			
•		:	Microfinance			:	Microfinance		
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	institutions N/A		Retailers No	Utilities No	institutions Yes		
Discrimination		l Status	Gender			! Status	Gender		
49. Is discrimination in access to credit prohibited based on:		Vo	No			No No	No		
·		10	140			140	140		
GETTING A JOB									
Parental benefits TO Door the law mandate the following types of leaves	Maternity	Paternity	Parental		Maternity	Paternity	Parental		
50. Does the law mandate the following types of leave:	Yes 90	Yes 10	No N/A		Yes 365	No N/A	No N/A		
51. How much of such leave is paid (days)? 52. Who pays for such leave?	Emp	Emp	N/A N/A		Gov	N/A	N/A		
53. What % of wages are paid?	100%	100%	N/A		65%	N/A	N/A		
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	N/A		
54. Now mach of such leave is unpaid (days):		-	IV/A			•	IV/A		
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
	N/A	IN/A			IV/A	IN/A			
Workplace protections		1-				1-			
57. Does the law mandate equal remuneration for work of equal value?		lo lo				No.			
58. Does the law mandate nondiscrimination based on gender in hiring?		lo lo				'es Vo			
59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited?		lo lo				vo 'es			
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		lo 'es				lo 'es			
63. Are parents entitled to flexible/part-time schedules?		lo				lo Vo			
·									
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	N/A	N/A			64	65			
65. When can one retire and get partial benefits?	N/A	N/A			61	62			
66. What is the mandatory retirement age?	65	65			N/A	N/A			
Working hours and industry restrictions									
67. Can women and men work the same night hours?		No				Yes			
68. Can women and men do the same jobs?		No				No			
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous	
	No	1	Vnc	No	Voc	V	oc .	Voc	
70. Can women work in these occupations in the same way as men:	No Mining		Yes Construction	No Other	Yes Mining		es Construction	Yes Other	
70. Can women work in these occupations in the same way as men:	No Mining No		Yes Construction Yes	No Other Yes	Yes Mining Yes		es Construction Yes	Other Yes	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining No	Factories	Construction Yes	Other	Mining Yes	Factories	Construction Yes	Other	
	Mining No	Factories Yes	Construction Yes	Other	Mining Yes	Factories Yes	Construction Yes	Other	
71. Can women work on these tasks in the same way as men:	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	
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		ALG	ERIA		ANG	OLA
REGION			& North Africa		Sub-Saha	-
INCOME GROUP		Upper mic	ddle income		Upper mid	dle income
FEMALE POPULATION		19,74	15,898		11,15	8,094
FEMALE LABOR FORCE PARTICIPATION		10	6%		65	%
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?		Yes Yes		_	'es 'es	
Tyes, does it mention genuer? Does the constitution contain a clause on equality?		Yes		_	'es	
	Recognized			Recognized		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Yes	Yes	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No		No	N/A	
Quotas						
6. What are the quotas for women on corporate boards?		quota			quota	
7. What are the quotas for women in parliament?		quota		_	quota	
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?		quota 0%		_	quota	
10. What are the quotas for women on candidate lists for local government?		5%		_	quota	
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	No	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	No	Yes		Yes Yes	Yes	
13. Can a woman travel outside the country in the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes		Yes	Yes Yes	
15. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		Yes	Yes	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?		Yes		_	es .	
23. Are wives required to obey their husbands?		No Yes		_	lo 'es	
24. Must spouses jointly financially maintain the family?		res		T	es	
USING PROPERTY				_		
Marital property regime 25. What is the default marital property regime?	Sei	paration of prop	perty	Partial	community of p	roperty
26. Who administers marital property?		Original owner			Both must agree	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N	N/A		N	/A	
28. Are there special provisions governing the marital home?		No		_	lo .	
29. Does the law provide for valuation of nonmonetary contributions?		No			es	
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes		Married Yes	Unmarried Yes	
Inheritance rights	103	103		103	103	
31. Do sons and daughters have equal inheritance rights?		No		Y	'es	
32. Do female and male surviving spouses have equal inheritance rights?		No			'es	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?		No		N	lo	
34. Are personal law courts recognized?	١	Yes		N	lo	
35. Is a woman's testimony afforded equal weight to that of a man?	`	Yes		Y	'es	
Judicial representation		٥			11	
36. How many justices are on the constitutional court? 37. Of those, how many are women?		2		_	4	
38. Is the Chief Justice a woman?		No		_	No.	
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?		No		N	lo	
40. If yes, what is the maximum amount (%GNI/capita)?	N	N/A		N	/A	
PROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?		No :			lo :	
42 A 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education 43. Is childcare subsidized or publicly provided?		Yes			'es	
43. Is criticate substatzed or publicly provided? 44. Is primary education free and compulsory?		res Yes		_	'es	
Financial support and care						
45. Does the government provide a child allowance to parents?	1	Yes		Y	'es	
46. Must employers provide leave to care for sick relatives?		No		Υ	'es	

	ALGERIA				ANGOLA				
BUILDING CREDIT									
Credit agencies									
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	I/A			N	/A			
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	Microfinance institutions N/A		Retailers N/A	Utilities N/A	Microfinance institutions N/A		
Discrimination		l Status	Gender			Status	Gender		
49. Is discrimination in access to credit prohibited based on:		No No	No			Vo	No		
•			: 110				110		
GETTING A JOB	an 1 11						B 11		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental No		
51. How much of such leave is paid (days)?	98	3	N/A		90	0	N/A		
52. Who pays for such leave?	Gov	Emp	N/A		Gov	N/A	N/A		
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	N/A		
54. How much of such leave is unpaid (days)?	0	0	N/A		28	1	N/A		
	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
Workplace protections									
57. Does the law mandate equal remuneration for work of equal value?	Υ	'es			Y	es			
58. Does the law mandate nondiscrimination based on gender in hiring?		No			N	lo			
59. Is it prohibited for prospective employers to ask about family status?	1	No			N	lo			
60. Is dismissal of pregnant workers prohibited?	N	No			Y	es			
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es/es			N	lo			
62. Are nursing mothers entitled to nursing breaks?	1	No			Y	es			
63. Are parents entitled to flexible/part-time schedules?	١	No			Y	es			
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	54	57			59	60			
65. When can one retire and get partial benefits?	45	50			59	60			
66. What is the mandatory retirement age?	54	60			59	60			
Working hours and industry restrictions									
67. Can women and men work the same night hours?		No			1	Vo			
68. Can women and men do the same jobs?		No			- 1	Vo			
60. Can warman work in those types of jobs in the same way as many	Hammalana	44 10 1					4.4	Arduous	
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate		
	Yes	١	Yes	No	No	Υ	/es	Yes	
69. Can women work in these types or jobs in the same way as men: 70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	Yes Construction	No Other	No Mining	Y Factories	/es Construction	Yes Other	
70. Can women work in these occupations in the same way as men:	Yes Mining Yes	Factories Yes	Construction Yes	No	No Mining No	Factories Yes	/es Construction Yes	Yes	
	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	No Other	No Mining No Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes Mining Yes	Factories Yes	Construction Yes	No Other	No Mining No	Factories Yes	/es Construction Yes	Yes Other	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	No Other	No Mining No Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	No Other	No Mining No Metalwork No	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	No Other	No Mining No Metalwork No	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	No Other	No Mining No Metalwork No Y No	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Yes Other Yes	No Other Yes	No Mining No Metalwork No Y No Y NO Metalwork	Factories Yes Heavy lifting Yes Heavy lifting Yes	Ves Construction Yes Other No	Yes Other Yes	
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	AN	TIGUA AN	D BARBUDA	ARGENTINA		
REGION		Latin America	& Caribbean		Latin America	& Caribbean
INCOME GROUP		High in	come		High in	come
FEMALE POPULATION		47,4	63		21,342	2,720
FEMALE LABOR FORCE PARTICIPATION					55'	%
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?	Y	es es		N	lo	
2. If yes, does it mention gender?	Y	es es			/A	
3. Does the constitution contain a clause on equality?	N	No		Y	es	
	Recognized	Invalid		Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas						
6. What are the quotas for women on corporate boards?		quota			luota	
7. What are the quotas for women in parliament?		quota			quota	
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?		quota		30	luota	
What are the quotas for women on candidate lists for local government? 10. What are the quotas for women on candidate lists for local government?		quota		_	0%	
-					Unmarried	
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Yes	Unmarried Yes		Married Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man? 12. The same way as a man?	Yes	Yes		Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
15. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
Can a woman register a business in the same way as a man? Sam a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?	Y	es es		Y	es	
23. Are wives required to obey their husbands?	N	No		N	lo	
24. Must spouses jointly financially maintain the family?	Y	es es		Y	es	
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Sep	aration of prope	rty	Partial o	community of p	roperty
26. Who administers marital property?		Original owner		Separat	e with spousal o	consent
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?		I/A		_	/A	
28. Are there special provisions governing the marital home?		No		_	es	
29. Does the law provide for valuation of nonmonetary contributions?		No .		Y		
Property rights 20 De men and women have equal supportion rights to property?	Married	Unmarried			Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights		,				
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?		es /es		_	es	
	T	'es		T	es	
GOING TO COURT				_		
Equality of access						
33. Are customary law courts recognized?		No		_	lo	
34. Are personal law courts recognized?		No '		N N		
35. Is a woman's testimony afforded equal weight to that of a man?	Yı	'es		Y	es	
Judicial representation 36. How many justices are on the constitutional court?		25			4	
36. How many justices are on the constitutional court? 37. Of those, how many are women?		14		_	1	
38. Is the Chief Justice a woman?		es es		N		
Efficiency of procedure	- 1	-3			-	
39. Is there a small claims court/fast track procedure?	Y	es es		V	es	
40. If yes, what is the maximum amount (%GNI/capita)?		1%		_	%	
PROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	1	No		Y	es	
• •	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
42. Are there tax deductions of credits specific to menywomen? Childcare and education	140	110		140	110	
43. Is childcare subsidized or publicly provided?	, n	No		V	es	
44. Is primary education free and compulsory?		es		_	es	
Financial support and care	- 1			- "		
45. Does the government provide a child allowance to parents?	1	No		Y	es	
46. Must employers provide leave to care for sick relatives?		Vo		_	es	
Later Landson and Company						

ANTIGUA AND BARBUDA				DA	ARGENTINA					
BUILDING CREDIT										
Credit agencies										
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			()%				
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance		Retailers	Utilities	Microfinance			
46. Do the following provide information to credit agencies.			institutions				institutions			
	N/A	N/A	N/A		No	Yes	No			
Discrimination 40 Is discrimination in access to credit prohibited based on:		I Status No	Gender No			I <mark>l Status</mark> No	Gender No			
49. Is discrimination in access to credit prohibited based on:		VO	INO			INO	INO			
GETTING A JOB			1			1	1			
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental			
50. Does the law mandate the following types of leave:	Yes 91	No N/A	No N/A		Yes 90	Yes 2	No N/A			
51. How much of such leave is paid (days)? 52. Who pays for such leave?	Emp & Gov	N/A	N/A		Gov	Emp	N/A N/A			
53. What % of wages are paid?	78%	N/A	N/A		100%	100%	N/A			
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	N/A			
	Mother	Father			Mother	Father	· · · · ·			
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A				
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A				
Workplace protections										
57. Does the law mandate equal remuneration for work of equal value?	N	lo)	es :				
58. Does the law mandate nondiscrimination based on gender in hiring?		es				es/es				
59. Is it prohibited for prospective employers to ask about family status?		lo				No				
60. Is dismissal of pregnant workers prohibited?	N	lo			١	/es				
61. Are mothers guaranteed an equivalent position after maternity leave?	1	lo			1	/es				
62. Are nursing mothers entitled to nursing breaks?	1	lo				/es				
63. Are parents entitled to flexible/part-time schedules?	١	lo			- 1	No				
Retirement & pensions	Women	Men			Women	Men				
64. When can one retire and get full benefits?	60	60			60	65				
65. When can one retire and get partial benefits?	60	60			60	65				
66. What is the mandatory retirement age?	N/A	N/A			66	66				
Working hours and industry restrictions										
67. Can women and men work the same night hours?		es/es				Yes				
68. Can women and men do the same jobs?	`	'es				No				
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous		
	Yes	١	es/es	Yes	No	Υ	'es	No		
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	-	Construction	Other		
74.6	Yes	Yes	Yes	Yes	No	No	Yes	No		
71. Can women work on these tasks in the same way as men:	Yes	Heavy lifting	-		No	Heavy lifting No	Other No			
DOTECTING WOMEN FROM WOLFING	res	Yes	Yes		INO	INO	INO			
PROTECTING WOMEN FROM VIOLENCE										
Domestic violence										
72. Is there domestic violence legislation?	Υ	es			١	/es				
73. If not, are there aggravated penalties for offenses between spouses/family members?		/A			N	I/A				
74. Are there clear criminal penalties for domestic violence?	1	lo.								
						/es				
75. Does domestic violence legislation cover the following abuse:	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional			
76. Does domestic violence legislation protect family members?	Yes	Sexual No	Emotional Yes	Economic No	Physical Yes	Sexual Yes	Emotional Yes	Economi Yes		
	Yes	Sexual No es			Physical Yes	Sexual Yes Yes				
77. Does domestic violence legislation protect former spouses?	Yes Y	Sexual No es			Physical Yes	Yes /es				
78. Does domestic violence legislation protect unmarried intimate partners?	Yes Y	No es es			Physical Yes	Yes Yes Yes Yes				
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Yes Y	No es es es es			Physical Yes	Yes /es /es /es /es				
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Yes Y Y Y Y Y	No es es es es es			Physical Yes	Yes				
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Yes Yes Yes	Sexual No es es es es es es es			Physical Yes	Yes				
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Yes Yes Yes	Sexual No es	Yes		Physical Yes	Yes	Yes			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Yes Y Y Y Y Y Y Legislation	Sexual No es es es es es cy Civil remedies	Yes Criminal penalties		Physical Yes Yes Legislation	Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Criminal penalties			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Yes Y Y Y Y Y Legislation No	No es es es es es correction of the correction o	Yes Criminal penalties No		Physical Yes Yes Legislation	Yes	Yes Criminal penalties Yes			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Yes Yes Yes Yes Yes Yes Yes	Sexual No es es es es es es es No No No	Yes Criminal penalties		Physical Yes Yes Legislation Yes Yes	Yes	Yes Criminal penalties			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes	Sexual No es es es es es es es No	Yes Criminal penalties No		Physical Yes Yes Legislation Yes Yes	Yes	Yes Criminal penalties Yes			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Yes Yes Yes Yes Yes Yes Yes	Sexual No es es es es es es es es No No No No No No	Yes Criminal penalties No		Physical Yes Yes Yes Legislation Yes Yes	Yes	Yes Criminal penalties Yes			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes	Sexual No es es es es es es No	Yes Criminal penalties No		Physical Yes Yes Yes Legislation Yes Yes Boys	Yes	Yes Criminal penalties Yes			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes	Sexual No es es es es es es es No No lo lo Girls 18	Yes Criminal penalties No		Physical Yes Yes Yes Yes Legislation Yes Yes Boys 18	Yes	Yes Criminal penalties Yes			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes Yes Yes Yes Yes Yes Yes	Sexual No es	Yes Criminal penalties No		Physical Yes Yes Yes Yes Legislation Yes Yes 18	Yes	Yes Criminal penalties Yes			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes	Sexual No es	Yes Criminal penalties No		Physical Yes Yes Yes Legislation Yes Yes 18	Yes Yes Yes Yes Yes Yes Yes Yes	Yes Criminal penalties Yes			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes	Sexual No es	Yes Criminal penalties No		Physical Yes Yes Yes Legislation Yes Yes 18	Yes	Yes Criminal penalties Yes			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes Yes Yes Yes Yes Yes Yes	Sexual No es	Yes Criminal penalties No		Physical Yes Yes Yes Yes Legislation Yes Yes 18	Yes Yes Yes Yes Yes Yes Yes Yes	Yes Criminal penalties Yes			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape** 91. Is marital rape explicitly criminalized?	Yes Yes Yes Yes Yes Yes Yes Yes	No Sexual No Sexual No Sexual No Sexual Sexual No Sexual Sex	Yes Criminal penalties No		Physical Yes Yes Yes Legislation Yes Yes 18	Yes	Yes Criminal penalties Yes			
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes	Sexual No es	Yes Criminal penalties No		Physical Yes Yes Yes Legislation Yes Yes 18	Yes Yes Yes Yes Yes Yes Yes Yes	Yes Criminal penalties Yes	Yes		

REGION INCOME GROUP FEMALE POPULATION FEMALE LABOR FORCE PARTICIPATION ACCESSING INSTITUTIONS Constitutional rights 1. Does the constitution contain a clause on nondiscrimination? 2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas 6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament? 8. What are the quotas for women in local government? 9. What are the quotas for women on candidate lists for parliament?	Yeecognized No No No No No q	Europe & Cen Lower middle 1,453,5 58% 58% ess Invalid N/A N/A	ntral Asia e income 106	N N, N Recognized No	/A 0	ne: OECD Icome 2,936
FEMALE POPULATION FEMALE LABOR FORCE PARTICIPATION ACCESSING INSTITUTIONS Constitutional rights 1. Does the constitution contain a clause on nondiscrimination? 2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas 6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	Yeecognized No No No No No q	1,453,5 58% 25 25 25 27 1nvalid N/A N/A	06	N, N Recognized	11,802 71 0 /A 0	2,936
FEMALE LABOR FORCE PARTICIPATION ACCESSING INSTITUTIONS Constitutional rights 1. Does the constitution contain a clause on nondiscrimination? 2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas 6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	Yeecognized No No No No No q	58% 225 225 Invalid N/A N/A		N, N Recognized	71° 0	*
ACCESSING INSTITUTIONS Constitutional rights 1. Does the constitution contain a clause on nondiscrimination? 2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas 6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	Yeecognized No No No No No q	ess ess ess Invalid N/A N/A		N, N Recognized	0 /A 0 Invalid	%
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination? 2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? Read of the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas 6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	Yeecognized No No No No No q	Invalid N/A N/A		N, N Recognized	/A 0 Invalid	
1. Does the constitution contain a clause on nondiscrimination? 2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas 6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	Yeecognized No No No No No q	Invalid N/A N/A		N, N Recognized	/A 0 Invalid	
2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas 6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	Yeecognized No No No No No q	Invalid N/A N/A		N, N Recognized	/A 0 Invalid	
3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas 6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No No No No q No q	Invalid N/A N/A		Recognized No	0 Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas 6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No No No No q No q	Invalid N/A N/A		Recognized No	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas 6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No No No q No q No q	N/A N/A		No		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas 6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No q No q No q No q	N/A				
Quotas 6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No q				N/A	
6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No q	uota			,	
8. What are the quotas for women in local government?	No q			No q	uota	
		uota		No q	uota	
What are the quotas for women on candidate lists for parliament?				No q	uota	
	20			No q		
10. What are the quotas for women on candidate lists for local government?	No q			No q		
	Married Yes	Unmarried Yes		Married Yes	Unmarried Yes	
11. Can a woman apply for a passport in the same way as a man?12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		N/A	n/A	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	yes Yes	Yes Yes		Yes Yes	Yes Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	V	25		Ye	nc .	
23. Are wives required to obey their husbands?	N			N		
24. Must spouses jointly financially maintain the family?		25		Ye		
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Partial o	community of pro	perty	Sep	aration of prope	erty
26. Who administers marital property?	Е	Both must agree			Original owner	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N,			N,		
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?	N V	25		N Ye		
	Married	Unmarried			Unmarried	
Property rights 30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	Ye	25		Ye	2S	
32. Do female and male surviving spouses have equal inheritance rights?	Ye	2S		Ye	2S	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	N	0		N	0	
34. Are personal law courts recognized?		0		N		
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	25		Ye	2S	
Judicial representation		`			,	
36. How many justices are on the constitutional court? 37. Of those, how many are women?		2		7		
38. Is the Chief Justice a woman?	N			N		
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?	N	0		Ye	2S	
40. If yes, what is the maximum amount (%GNI/capita)?	N,	/A		15	i%	
PROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	N	0		N	0	
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education						
43. Is childcare subsidized or publicly provided?		25		Ye		
44. Is primary education free and compulsory?	Ye	25		Ye	23	
Financial support and care 45. Does the government provide a child allowance to parents?	Ve	25		Ye	25	
46. Must employers provide leave to care for sick relatives?		25		Ye		

	ARMENIA				AUSTRALIA				
BUILDING CREDIT									
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%			
47. Filminian found amount covered by creat agencies (work/capita):	0	:			0	:	M:		
48. Do the following provide information to credit agencies:	Retailers No	Utilities Yes	Microfinance institutions No		Retailers Yes	Utilities Yes	Microfinance institutions N/A		
Discrimination		l Status	Gender			l Status	Gender		
49. Is discrimination in access to credit prohibited based on:		Vo	No			res	Yes		
·		10	: 110			103	103		
GETTING A JOB			1 2 2 2						
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental		
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		No	No	Yes		
51. How much of such leave is paid (days)?	140	0	0		N/A	N/A	126		
52. Who pays for such leave?	Gov	N/A	N/A		N/A	N/A	Gov		
53. What % of wages are paid?	100%	N/A	N/A		N/A	N/A	Partially paid		
54. How much of such leave is unpaid (days)?	0	60	1025		N/A	N/A	239		
	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			0	0			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0			
Workplace protections									
57. Does the law mandate equal remuneration for work of equal value?	Y	'es				'es			
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo			Y	'es			
59. Is it prohibited for prospective employers to ask about family status?	N	lo			Y	'es			
60. Is dismissal of pregnant workers prohibited?	Y	'es			Y	'es			
61. Are mothers guaranteed an equivalent position after maternity leave?	Υ	'es			N	/A			
62. Are nursing mothers entitled to nursing breaks?	Y	'es			N	Vo.			
63. Are parents entitled to flexible/part-time schedules?	Y	'es			Υ	'es			
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	63	63			67	67			
65. When can one retire and get partial benefits?	63	63			67	67			
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A			
	14/71				14/71	: '',''			
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	/es			\	Yes			
· · · · · · · · · · · · · · · · · · ·		es /es				res Yes			
68. Can women and men do the same jobs?		res				162			
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous Yes		appropriate es	Arduous Yes	
70. Can women work in these occupations in the same way as men:	Mining	-	Construction	Other	Mining	1	Construction	Other	
70. Call women work in these occupations in the same way as men.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting			
The car moment work on these tasks in the same way as men						car,carg			
			Yes		Yes	Yes	Yes		
DDOTECTING WOMEN EDOM VIOLENCE	Yes	Yes	Yes		Yes	Yes	Yes		
PROTECTING WOMEN FROM VIOLENCE			Yes		Yes	Yes	Yes		
Domestic violence	Yes	Yes	Yes				Yes		
	Yes		Yes			Yes 'es	Yes		
Domestic violence	Yes	Yes	Yes		Y		Yes		
Domestic violence 72. Is there domestic violence legislation?	Yes N	Yes Io	Yes		Y	'es	Yes		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes N	Yes lo /A	Yes	Economic	Y	es /A	Yes	Economic	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes N	Yes lo /A		Economic No	Y N Y	'es I/A		Economic Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes N N Physical No	Yes lo /A lo Sexual	Emotional		N N Physical Yes	res //A res Sexual	Emotional		
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Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes No Physical No No No No No No No No No N	Yes lo /A lo Sexual No lo lo	Emotional		Y Physical Yes Y Y Y Y Y	es //A es Sexual Yes es 'es 'es 'es 'es 'es 'es 'es 'es 'es '	Emotional		
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Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes No Physical No No No No No No No No No N	Yes Io //A Io Sexual No lo	Emotional No		Yes Yes Yes Yes Yes Yes Yes Yes	res //A res Sexual Yes res res res res res res res res res r	Emotional Yes Criminal		
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Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 90. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes No Physical No No No Legislation Yes Yes No No No No No No No No No N	Yes Io //A Io Sexual No Io	Emotional No Criminal penalties No		Yes	res Sexual Yes Yes res res res res res res	Emotional Yes Criminal penalties No	Yes Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes No Physical No No No No No No No No No N	Yes lo /A lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical Yes Y Y Y Y Y Y Legislation Yes Yes Yes Yes N N N N	res //A /res Sexual Yes /res /res /res /res /res /res /res /r	Emotional Yes Criminal penalties No		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes No Physical No No No No No No No No No N	Yes Io //A Io Sexual No Io	Emotional No Criminal penalties No		Yes	res Sexual Yes Yes res res res res res res	Emotional Yes Criminal penalties No		

		AUSTRIA		AZERBAIJAN
REGION		High income: OECD		Europe & Central Asia
INCOME GROUP		High income		Upper middle income
FEMALE POPULATION		4,364,011		4,796,225
FEMALE LABOR FORCE PARTICIPATION		71%		68%
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	N	lo	1	No
2. If yes, does it mention gender?	N	/A	N	I/A
3. Does the constitution contain a clause on equality?	Υ	es	Y	'es
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?		uota		quota
7. What are the quotas for women in parliament?		uota		quota
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?		uota		quota
What are the quotas for women on candidate lists for local government?		uota		quota
Rights of married and unmarried women	Married	Unmarried		Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage	V	es	, v	'es
Do spouses have equal rights to convey citizenship? Are wives required to obey their husbands?		lo	_	vo
24. Must spouses jointly financially maintain the family?		es		vo 'es
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Deferred	community of property	Partial	community of property
26. Who administers marital property?		Original owner		Both must agree
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N	/A	N	I/A
28. Are there special provisions governing the marital home?	N	lo	١	Vo
29. Does the law provide for valuation of nonmonetary contributions?	Υ	es	Y	'es
Property rights	Married	Unmarried		Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?		es		/es
32. Do female and male surviving spouses have equal inheritance rights?	Y	es	Y	⁄es
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?		lo		No .
34. Are personal law courts recognized?		lo		No.
35. Is a woman's testimony afforded equal weight to that of a man?	Y	es	Y	'es
Judicial representation 36. How many justices are on the constitutional court?	1	4		9
37. Of those, how many are women?		5		2
38. Is the Chief Justice a woman?		0		Vo .
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Υ	es	1	Vo
40. If yes, what is the maximum amount (%GNI/capita)?		9%		I/A
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	Y	es	1	No
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Υ	es	Y	'es
44. Is primary education free and compulsory?	Y	es	Y	'es
Financial support and care				
45. Does the government provide a child allowance to parents?		es		es .
46. Must employers provide leave to care for sick relatives?	Y	es	N	No

	AUSTRIA				AZERBAIJAN				
BUILDING CREDIT									
Credit agencies									
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	1	%	,		0	%			
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	Microfinance institutions N/A		Retailers No	Utilities No	Microfinance institutions No		
Discrimination		l Status	Gender		Marital		Gender		
49. Is discrimination in access to credit prohibited based on:		es	Yes			Vo	Yes		
			: 103			••	103		
GETTING A JOB		D. 1			20.0	D 1 11	B 11		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental Yes		Maternity Yes	Paternity Yes	Parental Yes		
51. How much of such leave is paid (days)?	112	N/A	0		126	0	1039		
52. Who pays for such leave?	Gov	N/A	N/A		Gov	N/A	Gov		
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	Partially paid		
54. How much of such leave is unpaid (days)?	0	N/A	647		0	14	0		
	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0			
Workplace protections		•							
57. Does the law mandate equal remuneration for work of equal value?	Υ	'es			Ye	2S			
58. Does the law mandate nondiscrimination based on gender in hiring?		lo			Ye	es es			
59. Is it prohibited for prospective employers to ask about family status?	١	lo			N	lo			
60. Is dismissal of pregnant workers prohibited?	Y	'es			Ye	es			
61. Are mothers guaranteed an equivalent position after maternity leave?	1	lo			Ye	es			
62. Are nursing mothers entitled to nursing breaks?	Υ	'es			Ye	es			
63. Are parents entitled to flexible/part-time schedules?	Y	'es			Ye	es es			
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	65	65			60	63			
65. When can one retire and get partial benefits?	65	65			60	63			
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A			
Working hours and industry restrictions									
67. Can women and men work the same night hours?	١	/es			ı	Vo .			
68. Can women and men do the same jobs?	`	/es			١	No			
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous	
	Yes		/es	Yes	No		/es	No	
70. Can women work in these occupations in the same way as men:	Mining Yes	Yes	Construction Yes	Other Yes	Mining No	No	Construction No	Other No	
	162	162	•	162		INU	: INU :	NU	
71 Can woman work on those tacks in the same way as mon:	Motalwork	Hoavy lifting	Othor		Motalwork	Hoavy lifting	Othor		
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting				Heavy lifting			
·	Metalwork Yes	Heavy lifting Yes	Yes		Metalwork No	Heavy lifting No	Other No		
PROTECTING WOMEN FROM VIOLENCE									
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes	Yes			No	No			
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes	Yes 'es			No Ye	No PS			
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Y	Yes es /A			No Yi	No Pes /A			
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Yes N	Yes es /A	Yes		No Ye N,	No Pes /A	No		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Yes N Physical	Yes es /A lo Sexual	Yes Emotional	Economic	No Yi N, N Physical	No No Sexual	No No Emotional		
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Ye	Yes es /A lo Sexual No es lo es es es yes yes Yes Yes	Femotional Yes Criminal penalties No		No Yi N N Physical Yes Yi N N Legislation Yes Yes N N N N N N N N N N N N N	No Sexual Yes Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties No		
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes N Physical Yes Yes Yes Yes Yes N Regislation Yes Yes N Boys 18	Yes es //A lo Sexual No es lo lo es ses es	Emotional Yes Criminal penalties No		No Yi No Physical Yes Yi Yi No No Legislation Yes Yes No No No No No No No No No N	No Sexual Yes 25 26 27 28 29 29 20 20 20 20 20 20 20 20	Emotional Yes Criminal penalties No	Yes	

		ВАНАМА	S, THE		BAHRAIN			
REGION		Latin America			Middle East & No	orth Africa		
INCOME GROUP		High inc	come		High inco	me		
FEMALE POPULATION		195,3	38		510,50	6		
FEMALE LABOR FORCE PARTICIPATION		76%	6		41%			
ACCESSING INSTITUTIONS								
Constitutional rights								
1. Does the constitution contain a clause on nondiscrimination?	Y	es es		Yı	es			
2. If yes, does it mention gender?		No		Y				
3. Does the constitution contain a clause on equality?	Y	es es		Y				
	Recognized	Invalid		Recognized				
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A			
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Yes	No			
Quotas 6. What are the quotas for women on corporate boards?	No	quota		No c	unta			
7. What are the quotas for women in parliament?		quota		No c				
What are the quotas for women in local government?		quota			uota			
9. What are the quotas for women on candidate lists for parliament?		quota			uota			
10. What are the quotas for women on candidate lists for local government?	No o	quota		No o	juota			
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried			
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		No	Yes			
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A Vos		Yes	Yes			
13. Can a woman travel outside the country in the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes		Yes No	Yes Yes			
15. Can a woman get a job in the same way as a man?	Yes	Yes		No	Yes			
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes			
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes			
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes			
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		No	Yes			
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	No N/A	Yes N/A		No No	No Yes			
Division of responsibility within marriage	14/11	14/71		110	103			
22. Do spouses have equal rights to convey citizenship?	1	No		N	lo			
23. Are wives required to obey their husbands?	1	No		Y	es			
24. Must spouses jointly financially maintain the family?	Y	es es		N	lo			
USING PROPERTY								
Marital property regime								
25. What is the default marital property regime?	Sep	aration of proper	rty	Sep	aration of propert	У		
26. Who administers marital property?		Original owner			Original owner			
Protecting a wife's interests								
27. If the husband administers property, is spousal consent required for major transactions?		I/A			/A			
28. Are there special provisions governing the marital home?		Vo 'es			lo lo			
29. Does the law provide for valuation of nonmonetary contributions?								
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes		Married Yes	Unmarried Yes			
Inheritance rights	ics	165		103	163			
31. Do sons and daughters have equal inheritance rights?	Y	es es		N	ln.			
32. Do female and male surviving spouses have equal inheritance rights?		es es			lo			
GOING TO COURT								
Equality of access								
33. Are customary law courts recognized?	1	No			lo			
34. Are personal law courts recognized?		No			es			
35. Is a woman's testimony afforded equal weight to that of a man?	Y	/es		Y	es			
Judicial representation								
36. How many justices are on the constitutional court?	N	I/A			7			
37. Of those, how many are women?	N	I/A			1			
38. Is the Chief Justice a woman?	N	I/A		N	lo			
Efficiency of procedure								
39. Is there a small claims court/fast track procedure?		es 40/		_	es m			
40. If yes, what is the maximum amount (%GNI/capita)?	24	4%		47	1%			
PROVIDING INCENTIVES TO WORK				_				
Personal income tax 41. Are childcare payments tax deductible?		No		N.	lo.			
TI. AIC CHIACOTE PAYMENTS (AN ACAUCULULE!		:			:			
40 And there has deducation as made 10 to 1 to 2	Men	Women		Men	Women			
42. Are there tax deductions or credits specific to men/women?	No	No		No	No			
I hildeans and advertion								
Childcare and education 43 Is childcare subsidized or publicly provided?	V	′ος		A	lo.			
43. Is childcare subsidized or publicly provided?		'es 'es			lo es			
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?		'es 'es			lo es			
43. Is childcare subsidized or publicly provided?	Y			Yı				

	BAHAMAS, THE				BAHRAIN				
BUILDING CREDIT									
Credit agencies									
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	Ν	I/A				0%			
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions		
	N/A	N/A	N/A		Yes	No	Yes		
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			al Status No	Gender No		
		NO	: INO			INO	INO		
GETTING A JOB		1	1 2			1			
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental No		
51. How much of such leave is paid (days)?	91	0	N/A		60	1	N/A		
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Gov	Emp	N/A		
53. What % of wages are paid?	100%	N/A	N/A		100%	100%	N/A		
54. How much of such leave is unpaid (days)?	0	7	N/A		15	0	N/A		
	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
Workplace protections									
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		Vo 'es				No No			
59. Is it prohibited for prospective employers to ask about family status?		lo Vo				No			
60. Is dismissal of pregnant workers prohibited?		'es				Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?		'es				No			
62. Are nursing mothers entitled to nursing breaks?	1	No				Yes			
63. Are parents entitled to flexible/part-time schedules?	ı	Vo				No			
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	65	65			55	60			
65. When can one retire and get partial benefits?	60	60			40	45			
66. What is the mandatory retirement age?	N/A	N/A			60	60			
Working hours and industry restrictions	,	los				No			
67. Can women and men work the same night hours? 68. Can women and men do the same jobs?		Yes Yes				No No			
•									
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		nappropriate Yes	Arduous Yes	Hazardous Yes		appropriate 'es	Arduous No	
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction		Mining		Construction		
70. Can women work in these occupations in the same way as men.	Yes	Yes	Yes	Yes	No	Yes	No	Yes	
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other		
	Yes	Yes	Yes		No	No	No		
PROTECTING WOMEN FROM VIOLENCE									
Domestic violence									
72. Is there domestic violence legislation?	١	'es				No			
73. If not, are there aggravated penalties for offenses between spouses/family members?	Ν	/A				No			
74. Are there clear criminal penalties for domestic violence?		Vo				No			
75.0	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi	
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?		'es 'es				No No			
78. Does domestic violence legislation protect unmarried intimate partners?		'es				No			
79. Do protection orders for domestic violence exist?		'es				No			
80. Do protection orders for domestic violence remove the perpetrator from the home?)	'es				No			
81. Do protection orders for domestic violence prohibit contact?	١	'es				No			
82. Is there a specialized court/procedure for domestic violence?	١	'es				No			
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties		
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	No	Yes		
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		No	No	No		
85. Is there legislation on sexual harassment in education?		Vo				No			
86. Is there legislation on sexual harassment in public places?	1	No.				Yes			
Child and early marriage	Boys	Girls			Boys	Girls			
87. What is the legal age of marriage for:	18	18			18	15			
88. Are there exceptions?		'es				Yes			
89. Is child marriage void or prohibited? 90. Is child marriage penalized?		'es 'es				No No			
Marital rape						110			
,		No				No			
91. Is marital rape explicitly criminalized?		WU U							
91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?		No.				Yes			
	1					Yes No			

		BANGLADESH		BARBADOS
REGION		South Asia		Latin America & Caribbean
INCOME GROUP		Lower middle income		High income
FEMALE POPULATION		78,362,971		143,333
FEMALE LABOR FORCE PARTICIPATION		60%		77%
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	Y	es	Y	es es
2. If yes, does it mention gender?	Y	es	١	No
3. Does the constitution contain a clause on equality?	Y	es	١	No.
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?		quota		quota
7. What are the quotas for women in parliament?	14			quota
8. What are the quotas for women in local government? 9. What are the quotas for women on condidate lists for parliament?	23 No. a			quota
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No q	juota		quota
-				Unmarried
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Yes	Unmarried Yes	Married No	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man? 18. The same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage		1-		ı.
22. Do spouses have equal rights to convey citizenship? 3. Are wives required to obey their husbands?	N	lo lo		Vo
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	N N			vo 'es
	- 14			G
USING PROPERTY				
Marital property regime 25. What is the default marital property regime?	Sen	aration of property	Sen	paration of property
26. Who administers marital property?		Original owner		Original owner
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N	/A	N	I/A
28. Are there special provisions governing the marital home?	N'	lo	١	No
29. Does the law provide for valuation of nonmonetary contributions?	N	lo	Y	⁄es
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	N		Υ	'es
32. Do female and male surviving spouses have equal inheritance rights?	N	lo	Y	⁄es
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?		lo		No.
34. Are personal law courts recognized?		es		No .
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	es	Y	^r es
Judicial representation 26. How many justices are an the constitutional court?		8		1//
36. How many justices are on the constitutional court? 37. Of those, how many are women?		1		I/A I/A
38. Is the Chief Justice a woman?		lo	_	I/A
Efficiency of procedure	14		T.	
39. Is there a small claims court/fast track procedure?	Y	es	Y	'es
40. If yes, what is the maximum amount (%GNI/capita)?		3%		0%
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	N'	lo	1	Vo
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	N'	lo	Y	'es
44. Is primary education free and compulsory?	Y	es	Y	'es
Financial support and care				
45. Does the government provide a child allowance to parents?	N'	lo	1	No
46. Must employers provide leave to care for sick relatives?		lo		No

		BANGL	ADESH			BARB	ADOS	
BUILDING CREDIT								
Credit agencies								
47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	55	5%			N	/A		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		N/A	N/A	N/A	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	N	Vo .	No			No	No	
ETTING A JOB			:			:	:	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	112	N/A	N/A		84	N/A	N/A	
52. Who pays for such leave? 53. What % of wages are paid?	Emp 100%	N/A N/A	N/A N/A		Gov 100%	N/A N/A	N/A N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
. How much or such leave is unpaid (days):			IV/A				N/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	14/11	14,71			11//1	,,,,		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	V	es			N	lo		
58. Does the law mandate equal remaineration for work or equal value:	N					lo		
59. Is it prohibited for prospective employers to ask about family status?	N					lo		
60. Is dismissal of pregnant workers prohibited?	N	0			Y	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	N	lo			Υ	'es		
62. Are nursing mothers entitled to nursing breaks?	N	0			N	lo		
63. Are parents entitled to flexible/part-time schedules?	N	0			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			67	67		
65. When can one retire and get partial benefits?	60	60			64	64		
66. What is the mandatory retirement age?	60	60			N/A	N/A		
Working hours and industry restrictions		,			,			
67. Can women and men work the same night hours?		'es				/es		
68. Can women and men do the same jobs?		Vo				No ·		
69. Can women work in these types of jobs in the same way as men:	Hazardous No		appropriate 'es	Arduous Yes	Hazardous Yes		appropriate es	Arduoi Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
To can notice not in these occupations in the same way as men	No	No	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	No		Yes	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?								
73. If not, are there aggravated penalties for offenses between spouses/family members?	Ye	25			Υ	'es		
	Ye N,					es /A		
74. Are there clear criminal penalties for domestic violence?	N,				N			
74. Are there clear criminal penalties for domestic violence?	N,	/A	Emotional	Economic	N	/A	Emotional	Econon
75. Does domestic violence legislation cover the following abuse:	N, Ye Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes	Physical Yes	/A lo Sexual No	Emotional Yes	Econon Yes
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N, Ye Physical Yes	Yes			Physical Yes	/A lo Sexual No es		
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N, Ye Physical Yes	Yes Yes es			Physical Yes Yes	/A lo Sexual No es		
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N, Ye Physical Yes Ye	Yes Sexual Yes es			Physical Yes Y	/A lo Sexual No es lo		
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	N, Yes Physical Yes Yes N	YA Sexual Yes Yes 25 26 27 28 29 29 20 20 20 20 20 20 20 20 20 20 20 20 20			Physical Yes Yes Y Y	/A lo Sexual No es es lo lo es		
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	N, Yes Physical Yes Yes N N	Yes Ess Sexual Yes Sess Sess Sess Sess Sess Sess Sess			Physical Yes Yes Y Y Y Y Y	/A lo Sexual No Ses ses lo ses ses ses ses ses ses ses ses ses se		
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	N, Ye Physical Yes Ye Ye Ye Ye	Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S			Physical Yes Yes Y Y Y Y Y Y Y	/A lo Sexual No es es es lo es		
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N, Yes Physical Yes Yes N Yes Ye Yes Yes	/A ess Sexual Yes ess ess ess civil			Physical Yes Yes Yes Y Y Y Y Y Y Y	/A lo Sexual No Ses ses lo ses ses ses ses ses ses ses ses ses se		
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	N, Yes Physical Yes Yes N Ye N Ye Ye Legislation	YA Sexual Yes Ses Ses Ses Civil remedies	Yes Criminal penalties		Physical Yes Yes Y Y Y Y Legislation	/A lo Sexual No es es es lo es es es crivil remedies	Yes Criminal penalties	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	N, Ye Physical Yes Ye N Ye Ye Legislation Yes	/A 25 Sexual Yes 25 Yes 26 Yes 26 Yes 26 Yes 27 Yes 27 Yes 27 Yes 28 Yes 28 Yes 28 Yes 28 Yes 28 Yes 29 Yes	Criminal penalties Yes		Physical Yes	/A lo Sexual No es es es Lo color civil remedies No	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect farnily members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N, Ye Physical Yes Yes Ye Ye Ye Ye Legislation Yes Yes	/A Pes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties		Physical Yes Yes Y Y Y Y Y Legislation No	/A lo Sexual No es es es lo es crivil remedies No No	Yes Criminal penalties	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	N, Ye Physical Yes Yes Ye N N Ye Ye Ye Legislation Yes Yes	/A Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Criminal penalties Yes		No No	/A lo Sexual No es es lo lo es es Viil remedies No	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N, Ye Physical Yes Yes Ye N N Ye Yes Yes	/A 25	Criminal penalties Yes		Physical Yes Yes Y Y Y Y Y Y Y Y Legislation No No	/A lo Sexual No es es es Civil remedies No No	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	N, Yes Physical Yes Yes Yes N Yes Yes Yes Yes Yes Yes Yes Yes Legislation Yes Yes Yes Yes Yes	/A Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Criminal penalties Yes		No No Boys	/A lo Sexual No es lo lo es es es No	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N, Yes Physical Yes Yes N Ye N Ye Yes Yes Yes Yes Yes Yes Legislation Yes Yes Yes Yes Yes Yes Yes	/A 25	Criminal penalties Yes		No N	/A lo Sexual No es es es es Civil remedies No No lo lo lo Girls 18	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N, Ye Physical Yes Ye N Ye N Ye Legislation Yes Yes Yes Yes Yes Yes Yes Yes	/A 25	Criminal penalties Yes		No N	/A lo Sexual No es es es es Civil remedies No No lo Girls 18 es	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 5exual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Cchild and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N, Ye Physical Yes Ye N Ye N Ye	/A 25	Criminal penalties Yes		No N	/A lo Sexual No es es es es Civil remedies No No lo lo lo Girls 18	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	N, Ye Physical Yes Ye N Ye N Ye	/A 25	Criminal penalties Yes		No N	/A lo Sexual No es es es Very series No	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect ormer spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 99. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	N, Ye Physical Yes Ye N Ye N Ye	/A 25	Criminal penalties Yes		No Physical Yes	/A lo Sexual No es es es Very series No	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	N, Ye Physical Yes Yes Ye N Ye Ye Ye Ye Ye Ye Ye Yes Yes Yes Yes Ye	/A 25	Criminal penalties Yes		No Physical Yes Yes Y Y Y Y Y Y Legislation No No No Physical Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A lo Sexual No es es es lo lo es es es Viril remedies No No lo lo lo Girls 18 es es es	Yes Criminal penalties No	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	N, Ye Physical Yes Yes N N Ye Ye Ye Yes Yes Yes Yes Yes Yes Yes Ye	/A 25	Criminal penalties Yes		No N	/A lo Sexual No es es es lo es Civil remedies No No lo lo lo Girls 18 es es	Yes Criminal penalties No	Yes S

		BELARUS		BELGIUM
REGION		Europe & Central Asia		High income: OECD
INCOME GROUP		Upper middle income		High income
FEMALE POPULATION		5,077,124		5,714,264
FEMALE LABOR FORCE PARTICIPATION		62%		62%
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Υ	'es	١	⁄es
2. If yes, does it mention gender?		No		No
3. Does the constitution contain a clause on equality?		/es		/es
	Recognized	Invalid	Recognized	
 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? 	No No	N/A N/A	No	N/A
	INO	N/A	No	N/A
Quotas 6. What are the quotas for women on corporate boards?	No.	quota	3:	3%
7. What are the quotas for women in parliament?		quota		quota
What are the quotas for women in local government?		quota	_	quota
9. What are the quotas for women on candidate lists for parliament?	No o	quota	5	0%
10. What are the quotas for women on candidate lists for local government?	No o	quota	51	0%
Rights of married and unmarried women	Married	Unmarried		Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	N/A Yes	N/A Yes	Yes Yes	Yes Yes
14. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes	Yes Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?		'es	_	⁄es
23. Are wives required to obey their husbands?		Vo		No
24. Must spouses jointly financially maintain the family?	Υ	^r es	Y	⁄es
USING PROPERTY				
Marital property regime	Dti-1		Destin	
25. What is the default marital property regime? 26. Who administers marital property?		community of property Both must agree		community of property Both must agree
		both must agree		both must agree
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N	I/A	N	I/A
28. Are there special provisions governing the marital home?		No		/es
29. Does the law provide for valuation of nonmonetary contributions?	Υ	'es	١	/es
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Υ	'es	١	⁄es
32. Do female and male surviving spouses have equal inheritance rights?	Υ	es es	Y	/es
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?		Vo		No
34. Are personal law courts recognized?		Vo		No
35. Is a woman's testimony afforded equal weight to that of a man?	Y	/es	,	⁄es
Judicial representation 36. How many justices are on the constitutional court?	1	12		12
37. Of those, how many are women?		5		2
38. Is the Chief Justice a woman?		No		No
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	N	No	Υ	⁄es
40. If yes, what is the maximum amount (%GNI/capita)?	N	I/A	7	7%
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	N	No	Y	/es
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?		es es		/es
44. Is primary education free and compulsory?	Y	/es	,	⁄es
Financial support and care 45. Does the government provide a child allowance to parents?	, v	'es		/es
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?		es 'es	_	/es

		BEL	ARUS			BELG	IUM	
BUILDING CREDIT								
Credit agencies		0/				0/		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	U	%			1	%		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions Yes		Retailers Yes	Utilities No	Microfinance institutions N/A	
Discrimination		l Status	Gender			! Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No	Yes	
·			: 110				103	
GETTING A JOB		D. 1				D. 1		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental Yes		Maternity Yes	Paternity Yes	Parental Yes	
51. How much of such leave is paid (days)?	126	N/A	1095		105	10	120	
52. Who pays for such leave?	Gov	N/A	Gov		Gov	Emp & Gov	Gov	
53. What % of wages are paid?	100%	N/A	Partially paid		86%	80%	Partially paid	
54. How much of such leave is unpaid (days)?	0	N/A	0		0	0	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			0	0		
Workplace protections		•						
57. Does the law mandate equal remuneration for work of equal value?	Υ	'es			Υ	'es		
58. Does the law mandate equal remandation based on gender in hiring?		lo				'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				Vo		
60. Is dismissal of pregnant workers prohibited?	Y	'es			Υ	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Υ	'es			Y	'es		
62. Are nursing mothers entitled to nursing breaks?	Y	'es			Υ	'es		
63. Are parents entitled to flexible/part-time schedules?	Y	'es			N	Vo.		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			65	65		
65. When can one retire and get partial benefits?	55	60			65	65		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions		•				-		
67. Can women and men work the same night hours?	\	/es			١	Yes		
68. Can women and men do the same jobs?		No				Yes		
·	Hazardous			Arduous	Hazardous			Arduous
69. Can women work in these types of jobs in the same way as men:	No		appropriate /es	No	Yes		appropriate es	Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining	1	Construction	Other
	No	No	No	No	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting	Other		Metalwork	Heavy lifting	Other	
71. Can women work on these tasks in the same way as men:			Other No		Metalwork Yes	Heavy lifting Yes	Other Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Metalwork	Heavy lifting						
PROTECTING WOMEN FROM VIOLENCE	Metalwork	Heavy lifting						
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Metalwork No	Heavy lifting No			Yes	Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Metalwork No	No No			Yes	Yes No		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Metalwork No Y	No No No A A A A A A A A A A A A A A A A			Yes N	Yes No 'es		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Metalwork No Y	No No No A A A A	No	Franomic	Yes N Y	Yes No Yes	Yes	Franomic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Metalwork No Y N N Physical	No No No Sexual	No Emotional	Economic No	Yes N Y Y Physical	Yes No Yes Yes Yes Sexual	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Metalwork No Y N N Physical Yes	No No No Sexual Yes	No	Economic No	Yes N Y Physical No	Yes Ves Ves Ves Ves Ves Ves No	Yes	Economic No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Metalwork No Y N Physical Yes	No es /A lo Sexual Yes	No Emotional		Yes N Y Physical No	Yes No No No	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Metalwork No Y N N Physical Yes	No No No No Sexual Yes Yes	No Emotional		Yes N Y Physical No N	Yes No Sexual No No	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Metalwork No Y No Physical Yes Yes	es //A lo Sexual Yes lo	No Emotional		Yes N Y Physical No N N	Yes Ves Ves Ves Ves Ves Ves Ves	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Metalwork No Y No Physical Yes Yes Yes	Heavy lifting No No Sexual Yes Loo Loo Loo Loo Loo Loo Loo Loo Loo Lo	No Emotional		Yes No No No No No No No No No N	Yes Ves Ves Ves Ves Ves Ves Ves	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Metalwork No Y No Physical Yes Y N Y Y Y Y	Heavy lifting No No Sexual Yes es lo lo lo lo ess es	No Emotional		Yes No	Yes Yes Ves Sexual No No No Ves Ves No Ves No Ves Ves No Ves Ves Ves Ves Ves Ves Ves Ve	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Metalwork No Y No Physical Yes Y N N Y Y Y Y Y	Heavy lifting No No Sexual Yes Loo Loo Loo Loo Loo Loo Loo Loo Loo Lo	No Emotional		Yes No Physical No	Yes Ves Ves Ves Ves Ves Ves Ves	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Metalwork No Y No Physical Yes Y N N Y Y Y Y Y	Heavy lifting No No Sexual Yes es lo lo es es es	No Emotional Yes Criminal		Yes No Physical No	Yes Yes Yes Yes No No No No No No No No No N	Yes Emotional No Criminal	
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Metalwork No Y No Physical Yes Y Y Legislation	Heavy lifting No No Sexual Yes es lo lo lo es es Civil remedies	Emotional Yes Criminal penalties		Yes No No No No No No No No No N	Yes Ves Ves Ves Sexual No No No No No No Ces Ces Ces Ces Ces Ces Ces Ce	Yes Emotional No Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Metalwork No Y No Physical Yes Y N N Y Y Legislation No	Heavy lifting No No Sexual Yes es lo lo lo lo es	Emotional Yes Criminal penalties No		Yes No Physical No No N N N N Y Y Legislation Yes Yes	Yes Yes Yes Yes Yes Yes Yes Yes	Yes Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Metalwork No Y No Physical Yes Y Y Y Legislation No No	Heavy lifting No No Sexual Yes es lo lo lo es es es No No	Emotional Yes Criminal penalties No		Yes No Physical No	Yes	Yes Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Metalwork No Y No Physical Yes Y Y Y Y Legislation No No	Heavy lifting No No Sexual Yes es lo lo lo es es es No No lo lo lo lo lo lo lo	Emotional Yes Criminal penalties No		Yes No Physical No No N N N N V Y Legislation Yes Yes	Yes Yes Yes Yes Sexual No No No Ces Sexual Tes Yes Yes Yes Yes	Yes Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 80. Does domestic violence legislation protect unmarried intimate partners? 91. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Metalwork No Y No Physical Yes Y Y Y Legislation No No	Heavy lifting No No Sexual Sexual No Sexual No No No No No No No	Emotional Yes Criminal penalties No		Yes No Physical No	Yes Yes Yes Yes Yes Yes Sexual No No No Covil remedies Yes Yes No No No No No No No No No N	Yes Emotional No Criminal penalties No	
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Metalwork No Y No Physical Yes Y Y Y Legislation No No No Boys 18	Heavy lifting No Sexual Yes es lo lo lo es es Civil remedies No No lo	Emotional Yes Criminal penalties No		Yes No Physical No No No No No No No No No N	Yes Yes Ves Sexual No No No No No Ves Yes Yes Ves Yes Yes Yes Yes	Yes Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Metalwork No Y No Physical Yes Y Y Y Legislation No No No Boys 18	Heavy lifting No No Sexual Yes es lo lo lo lo es	Emotional Yes Criminal penalties No		Yes No Physical No No No No No No No No No N	Yes Yes Ves Sexual No No No No Ves Yes Yes No No No No No No No No No N	Yes Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Metalwork No Yes Physical Yes Yes Yes No	Heavy lifting No No Sexual Yes es lo lo lo lo es	Emotional Yes Criminal penalties No		Yes No Physical No N N N N N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	Yes Yes Ves Sexual No No No No Ves Yes Yes No No No No No No No No No N	Yes Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 7.2. Is there domestic violence legislation? 7.3. If not, are there aggravated penalties for offenses between spouses/family members? 7.4. Are there clear criminal penalties for domestic violence? 7.5. Does domestic violence legislation cover the following abuse: 7.6. Does domestic violence legislation protect family members? 7.7. Does domestic violence legislation protect former spouses? 8. Does domestic violence legislation protect unmarried intimate partners? 7.9. Do protection orders for domestic violence exist? 8.0. Do protection orders for domestic violence remove the perpetrator from the home? 8.1. Do protection orders for domestic violence prohibit contact? 8.2. Is there a specialized court/procedure for domestic violence? Sexual harassment 8.3. To protect against sexual harassment, do the following exist: 8.4. Do the following exist concerning sexual harassment in employment: 8.5. Is there legislation on sexual harassment in education? 8.6. Is there legislation on sexual harassment in public places? Child and early marriage 8.7. What is the legal age of marriage for: 8.8. Are there exceptions? 8.9. Is child marriage void or prohibited? 9.0. Is child marriage penalized? Marital rape	Metalwork No Yes Physical Yes Yes Yes No Legislation No No Boys 18	es //A lo Sexual Yes es es lo	Emotional Yes Criminal penalties No		Yes No Physical No No No No No Legislation Yes Yes No Legislation Yes Yes No No No No No No No No No N	Yes Yes Yes Yes Sexual No No No No Vo Vo Ves Yes Yes Yes Yes Yes Yes Yes	Yes Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 99. Is child marriage void or prohibited? 90. Is child marriage explicitly criminalized?	Metalwork No Y No Physical Yes Y Y Y Legislation No	es //A lo Sexual Yes es lo lo lo es ses lo lo lo lo es es es lo lo lo lo es es es lo	Emotional Yes Criminal penalties No		Yes No Physical No No No No No No No No No N	Yes Ves Ves Sexual No No No No No No No No No N	Yes Emotional No Criminal penalties No	Economic No

		DE			DENUN	
			LIZE	BENIN Cub Cabarra Africa		
REGION			ca & Caribbean		Sub-Saharan Africa	
INCOME GROUP			ddle income		Low income	
FEMALE POPULATION			0,087		5,315,341	
FEMALE LABOR FORCE PARTICIPATION		5	2%		69%	
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?	Y	es		N	lo	
2. If yes, does it mention gender?	Y	es		N	/A	
3. Does the constitution contain a clause on equality?	Y	es		Y	es	
	Recognized	Invalid		Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Yes	Yes	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas						
5. What are the quotas for women on corporate boards?	No o	quota		No o	uota	
7. What are the quotas for women in parliament?	No o	quota		No o	juota	
3. What are the quotas for women in local government?	No o	quota		No o	uota	
O. What are the quotas for women on candidate lists for parliament?	No o	quota		No o	uota	
What are the quotas for women on candidate lists for local government?	No o	quota		No o	uota	
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	No	Yes		No	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A		No	Yes	
Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
4. Can a woman travel outside her home in the same way as a man?	Yes	Yes Yes		Yes	Yes Yes	
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		No	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		No	Yes	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?	Y	es		N	lo	
23. Are wives required to obey their husbands?	N	lo		N	10	
24. Must spouses jointly financially maintain the family?	Y	es		Y	es	
ISING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Sep	aration of pro	perty	Sep	aration of property	
26. Who administers marital property?		Original owner	er		Original owner	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N	/A		N.	/A	
28. Are there special provisions governing the marital home?	N	lo		Y	es	
29. Does the law provide for valuation of nonmonetary contributions?	Y	'es		N	lo	
Property rights	Married	Unmarried		Married	Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
nheritance rights						
31. Do sons and daughters have equal inheritance rights?	Υ	es		Y	es	
2. Do female and male surviving spouses have equal inheritance rights?	Υ	es		Y	es	
OING TO COURT						
Equality of access						
3. Are customary law courts recognized?	N.	lo		V	es	
34. Are personal law courts recognized?		lo			10	
15. Is a woman's testimony afforded equal weight to that of a man?		es			es	
				"		
Iudicial representation 16. How many justices are on the constitutional court?		7			7	
7. Of those, how many are women?		2			2	
18. Is the Chief Justice a woman?		lo		_	10	
	I.	-		, and the second	-	
Efficiency of procedure 19. Is there a small claims court/fast track procedure?	V	es		N.	lo	
19. Is there a small claims coulty last track procedure? 10. If yes, what is the maximum amount (%GNI/capita)?		3%		_	/A	
	J.	-		1,		
ROVIDING INCENTIVES TO WORK				_		
Personal income tax 1. Are childcare payments tax deductible?	. A	lo		N.	10	
n. Are chilocare payments tax deductibles						
	Men	Women		Men	Women	
2. Are there tax deductions or credits specific to men/women?	No	No		Yes	No	
Childcare and education						
13. Is childcare subsidized or publicly provided?		lo			es	
14. Is primary education free and compulsory?	Y	es		Y	es	
Financial support and care						
				V	es	
15. Does the government provide a child allowance to parents? 16. Must employers provide leave to care for sick relatives?		es Io		_	10	

BELIZE				BENIN				
BUILDING CREDIT		DEL	.IZE			DEI	VIIN	
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			12	35%		
•		:	Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	N/A	N/A	N/A		No	No	No	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	ľ	No	No			No	No	
GETTING A JOB		:	:				:	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	98	N/A	N/A N/A		98	3	N/A N/A	
52. Who pays for such leave? 53. What % of wages are paid?	Gov 80%	N/A N/A	N/A N/A		Emp & Gov 100%	Emp 100%	N/A N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	N/A	
54. Now mach of sach leave is anjural (adys).	Mother	Father	: 14/1		Mother	Father	: 14/71	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections						:		
57. Does the law mandate equal remuneration for work of equal value?	N	lo			١	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				'es		
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	Vo.		
60. Is dismissal of pregnant workers prohibited?		lo				'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				'es		
62. Are nursing mothers entitled to nursing breaks?		lo				'es		
63. Are parents entitled to flexible/part-time schedules?		lo ·				No .		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60 60	60 60			60 55	60 55		
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
· •	IV/A	IVA			IV/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	⁄es			,	Yes		
68. Can women and men do the same jobs?		Vo .				No		
,				Andriana	Hazardous		into	Andriana
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	No	•	appropriate 'es	Arduous No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	No	No	No	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
		, ,			No	. A1		
	Yes	Yes	No		140	No	No	
PROTECTING WOMEN FROM VIOLENCE	Yes		No		NO	į NO	No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes		No		No	į NO	No	
			No			j No 'es	No	
	Y	Yes	No		Y		No	
Domestic violence 72. Is there domestic violence legislation?	Y. N	Yes	No		Y	'es	No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Y N Y Physical	Yes es /A es Sexual	Emotional	Economic	Y N Y Physical	res //A res Sexual	Emotional	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Y. N Y. Physical Yes	Yes Yes Yes Sexual Yes		Economic Yes	N Physical Yes	res //A res Sexual Yes		Economi Yes
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Yes	Yes es /A es Sexual Yes es	Emotional		Physical Yes	res //A // Sexual // Yes // Yes	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Y. N Y. Physical Yes Y.	Yes es /A es Sexual Yes es es	Emotional		Physical Yes Yes	es //A //A //es // Sexual // Yes // Y	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Y. Physical Yes Y. Y. Y. Y.	Yes es /A es Sexual Yes es es es	Emotional		Yes Yes Yes Y	es //A //A //es // Sexual // Yes // Yes // es //	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Y.N.N.Y.Physical Yes Y.Y.Y.Y.Y.Y.	Yes Yes Sexual Yes Ses Ses Ses	Emotional		Y Physical Yes Yes Yes	res Sexual Yes es res ves	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Y, N N, Y, Y, Physical Yes Y, Y, Y	Yes es /A es Sexual Yes es es es	Emotional		Yes Physical Yes Y Yes Y	es //A //A //es // Sexual // Yes // Yes // es //	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Y. N. Y. Physical Yes Y.	Yes es /A Ae Sexual Yes es es es es es es es	Emotional		Yes Yes Yes Yes Yes	res //A //S //S //S //S //S //S //S //S //S	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Physical Yes Y. Yes Y.	Yes es /A es Sexual Yes es es cs Civil	Emotional Yes		Yes Yes Yes Yes Yes Yes	Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes Ye	Emotional Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Physical Yes	Yes es /A es Sexual Yes es es cs civil remedies	Emotional Yes Criminal penalties		Physical Yes Yes Yes Y Y Y Y Y Legislation	res //A /res Sexual Yes es es es lo lo lo lo remedies	Emotional Yes Criminal penalties	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	YY N Physical Yes Y. Y. Y. Y. Y. Y. Legislation Yes	Yes es Sexual Yes Ses Ses Civil remedies Yes	Emotional Yes Criminal penalties No		Yes Yes Yes Yes Yes Yes Yes Yes Yes	res //A res Sexual Yes es res //A res Ces Ces Ves Ves No	Emotional Yes Criminal penalties Yes	
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Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes	Yes es Sexual Yes es Ses Fes Ses Ses Yes Yes Yes Yes Yes Y	Emotional Yes Criminal penalties No		Yes	res Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	YY N N YY Physical Yes YY YY YY YY Legislation Yes Yes Yes Yes 18	Yes Sexual Yes Sexual Yes Ses Civil remedies Yes Yes Girls	Emotional Yes Criminal penalties No		Physical Yes	res //A res Sexual Yes res res res res res res res No No res remedies No No res	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Physical Yes	Yes es Sexual Yes es Ses Es Es Es Ses Ses Ses	Emotional Yes Criminal penalties No		Physical Yes	res //A /res Sexual Yes /res /res /res /res /res /res /res /r	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes	Yes es Sexual Yes es Ses es es Civil remedies Yes Yes In the ses Yes Yes Yes Yes Yes Yes Yes	Emotional Yes Criminal penalties No		Yes	res //A res Sexual Yes es es es violation No res Gris Girls 18 res	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes	Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties No		Yes	res //A /es //Sexual /Yes /es /es /es /es //o /o	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes	Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties No		Yes	res ses ses ses ses ses ses ses ses ses	Emotional Yes Criminal penalties Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 80. Does domestic violence legislation protect unmarried intimate partners? 91. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Doe protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Physical Yes	Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties No		Physical Yes	res //A /es //Sexual /Yes /es /es /es /es //o /o	Emotional Yes Criminal penalties Yes	Economic Yes

		BHUTAN			BOL	IVIA
REGION		South Asia			Latin America	
INCOME GROUP		Lower middle incom	e		Lower mid	dle income
FEMALE POPULATION		354,222			5,428	3,762
FEMALE LABOR FORCE PARTICIPATION		69%			66	%
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	Ye	es		Ye	<u>2</u> S	
2. If yes, does it mention gender?	Ye	es		Ye	25	
3. Does the constitution contain a clause on equality?	Ye	es		Υe	25	
	Recognized	Invalid	Reco	gnized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas						
6. What are the quotas for women on corporate boards?	No q			No q		
7. What are the quotas for women in parliament?	No q			No q		
What are the quotas for women in local government? What are the quotas for women on specificate lists for padiament?	No q			No q		
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No q	juota		50		
•			Me		Unmarried	
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Yes	Unmarried Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	,	Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	·
15. Can a woman get a job in the same way as a man?	Yes	Yes		No	Yes	
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes No	Yes Yes		Yes Yes	Yes Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		res Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	1	V/A	N/A	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?	Ye	es		Υe	<u>2</u> S	
23. Are wives required to obey their husbands?	N			N		
24. Must spouses jointly financially maintain the family?	Ye	es		Ye	25	
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?		Other			community of p	
26. Who administers marital property?	E	Both must agree		В	oth must agre	9
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?		/A		N/		
28. Are there special provisions governing the marital home?		lo		N		
29. Does the law provide for valuation of nonmonetary contributions?		lo		Ye		
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes		rried Yes	Unmarried Yes	
	res	res		162	162	
Inheritance rights				\/.		
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?		es		Υe		
	TE	es		Ye	25	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?		lo		N		
34. Are personal law courts recognized?		lo		N		
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	es		Ye	25	
Judicial representation 26 How many justice are on the constitutional court?				7	,	
36. How many justices are on the constitutional court? 37. Of those, how many are women?		1		2		
38. Is the Chief Justice a woman?		lo		N		
	IV			IV		
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	N'	lo		N	0	
40. If yes, what is the maximum amount (%GNI/capita)?	N,			N/		
PROVIDING INCENTIVES TO WORK				,		
Personal income tax						
41. Are childcare payments tax deductible?	N'	lo		N	0	
		:				
	Men No	Women No		1en No	Women No	
A? Are there tay deductions or credits specific to man human?		INO		¥U	INU	
42. Are there tax deductions or credits specific to men/women?	INU					
Childcare and education		0		Ve	oc .	
Childcare and education 43. Is childcare subsidized or publicly provided?	N	lo In		Ye Ye		
Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	N	lo lo		Ye Ye		
Childcare and education 43. Is childcare subsidized or publicly provided?	N N				25	

		8111				DOL		
DUU DING CREDIT		BHU	TAN			BOL	IVIA	
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%		
47. Pillillinian Ioan amount covered by credit agencies (#GNI/Capita):	0	70	ine c			: :	ine c	
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		Yes	No	Yes	
Discrimination 40 to discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	Г	Vo	No			/es	Yes	
GETTING A JOB			:				:	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	56 Emp	5 Emp	N/A N/A		90 Emp & Gov	3 Emp	N/A N/A	
53. What % of wages are paid?	100%	100%	N/A N/A		100%	100%	N/A N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
54. How mach of sach leave is anjula (adys).	Mother	Father	: 14/1		Mother	Father	14/71	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	,				.,,			
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	N	lo			٧	'es		
58. Does the law mandate condiscrimination based on gender in hiring?		lo				Vo		
59. Is it prohibited for prospective employers to ask about family status?		lo				Vo.		
60. Is dismissal of pregnant workers prohibited?	Y	es			Y	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			Y	'es		
62. Are nursing mothers entitled to nursing breaks?		es				'es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	No .		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	N/A	N/A			57	58		
65. When can one retire and get partial benefits?	N/A	N/A			49	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions		,				N		
67. Can women and men work the same night hours?		es la				No		
68. Can women and men do the same jobs?		No .				No ·		
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous No		appropriate lo	Arduou: No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
71. Can women work on these tasks in the same way as men:	Yes Metalwork	Yes Heavy lifting	Yes Other	Yes	Yes	Yes Heavy lifting	Yes Other	Yes
71. Can women work on these tasks in the same way as men.	Yes	No	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE	163	140	103		163	103	103	
ROTECTING WOMEN FROM VIOLENCE								
72. Is there domestic violence legislation?		es				'es		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N,	/A			N	I/A		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N, Ye	/A es	Emotional	Economic	N Y	/A ′es	Emotional	Econom
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N, Ye Physical	/A es Sexual	Emotional Vac	Economic Vac	N Y Physical	/A /es Sexual	Emotional Vac	
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72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	N, You Physical Yes You May 1 Yes	/A es Sexual Yes es	Yes		Physical Yes Yes Yes Yes Yes	//A ees Sexual Yes ees ees ees ees ees ees ees ees ees	Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N, You Physical Yes You May 1 Yes	/A es Sexual Yes es es es es es es es es Civil	Yes		Physical Yes Yes Yes Yes Yes	//A res Sexual Yes res res res res res res res res res r	Yes	
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72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 5exual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N, You Physical Yes You	/A es Sexual Yes es es es es es civil remedies No	Criminal penalties Yes		Physical Yes	//A fes Sexual Yes es es fes fes fes fes fes fes for No	Yes Criminal penalties Yes	
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72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N, You Physical Yes Yes You Legislation Yes Yes Yes No	/A es Sexual Yes es es es es es es No No lo lo Girls	Criminal penalties Yes		Physical Yes	//A /es Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 94. Do the following exist concerning sexual harassment in employment: 95. Is there legislation on sexual harassment in education? 96. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N, You Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes N N N Boys 18	/A es Sexual Yes es Sex ex Exercise No	Criminal penalties Yes		Physical Yes	//A fees Sexual Yes fees fees fees fees fees No No fees fees fees fees fees fees fees fee	Yes Criminal penalties Yes	
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Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 91. Is marital rape explicitly criminalized? 93. Are rape perpetrators exempt if they are married to the victim?	N, You Physical Yes Yes Yes Yes N N N N N N N You You You You You Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	/A es Sexual Yes es e	Criminal penalties Yes		N Y Y Physical Yes Yes Y Y Y Y Y Y Legislation Yes Yes Yes 18 Yes N N N	//A fees Sexual Yes Yes Fees	Yes Criminal penalties Yes	Yes

	BOS	NIA AND H	IERZEGOVINA		BOTSWANA
REGION		Europe & Co	entral Asia		Sub-Saharan Africa
INCOME GROUP		Upper mido	lle income		Upper middle income
FEMALE POPULATION		1,958	,149		1,011,825
FEMALE LABOR FORCE PARTICIPATION		42'	%		75%
ACCESSING INSTITUTIONS					
Constitutional rights					
Does the constitution contain a clause on nondiscrimination? House does it monthly conduct		'es			es
If yes, does it mention gender? 3. Does the constitution contain a clause on equality?		es lo		_	es lo
3. Does the constitution contain a clause on equality:				Recognized	
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized No	Invalid N/A		Yes	Invalid No
Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A
Quotas					: '
6. What are the quotas for women on corporate boards?	No o	quota		No o	ıuota
7. What are the quotas for women in parliament?	No o	quota		No o	ıuota
8. What are the quotas for women in local government?		quota		No o	quota
9. What are the quotas for women on candidate lists for parliament?		0%			quota
10. What are the quotas for women on candidate lists for local government?		0%			uota
Rights of married and unmarried women	Married	Unmarried			Unmarried
11. Can a woman apply for a passport in the same way as a man?12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes		No Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes
16. Can a woman sign a contract in the same way as a man?17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A
Division of responsibility within marriage		,			
22. Do spouses have equal rights to convey citizenship? 3. Are wives required to obey their husbands?		es lo		_	es lo
23. Ale wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?		es		_	es es
USING PROPERTY		-			
Marital property regime					
25. What is the default marital property regime?	Partial	community of p	roperty	Sep	aration of property
26. Who administers marital property?		Both must agree	•		Original owner
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?		/A		_	/A
28. Are there special provisions governing the marital home?		lo .		_	lo
29. Does the law provide for valuation of nonmonetary contributions?		'es			lo -
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes		Married Yes	Unmarried Yes
	162	162		162	les
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	V	'es		V	es
32. Do female and male surviving spouses have equal inheritance rights?		'es			es
GOING TO COURT					
Equality of access					
33. Are customary law courts recognized?	N	lo		N	lo
34. Are personal law courts recognized?	N	No		N	lo
35. Is a woman's testimony afforded equal weight to that of a man?	Y	'es		Y	es
Judicial representation					
36. How many justices are on the constitutional court?		9			/A
37. Of those, how many are women?		4		_	/A
38. Is the Chief Justice a woman?	ľ	lo		N	/A
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	V	'es		V	es
40. If yes, what is the maximum amount (%GNI/capita)?		0%			1%
PROVIDING INCENTIVES TO WORK	- 17				
Personal income tax				1	
41. Are childcare payments tax deductible?	N	lo .		N	lo
	Men	Women		Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No		No	No
Childcare and education					
43. Is childcare subsidized or publicly provided?	Y	'es		N	lo
44. Is primary education free and compulsory?	Υ	'es		N	lo
Financial support and care					
45. Does the government provide a child allowance to parents?		'es		_	lo
46. Must employers provide leave to care for sick relatives?	Y	'es		N	lo

	BOSI	NIA AND I	HERZEGO\	/INA	BOTSWANA			
BUILDING CREDIT								
Credit agencies		0/				0/		
47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%	'	1	0	% ,	' a	
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	Microfinance institutions Yes		Retailers Yes	Utilities No	Microfinance institutions Yes	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		es	Yes			Vo	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	No	
51. How much of such leave is paid (days)?	365	7	N/A		84	N/A	N/A	
52. Who pays for such leave? 53. What % of wages are paid?	Gov 60%	Emp 100%	N/A N/A		Emp 50%	N/A N/A	N/A N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	N/A	
	Mother	Father	<u>. ' ' </u>		Mother	Father	· · ·	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		es				lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		'es				lo		
59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited?		lo 'es				lo lo		
61. Are mothers quaranteed an equivalent position after maternity leave?		'es				lo		
62. Are nursing mothers entitled to nursing breaks?		'es				es		
63. Are parents entitled to flexible/part-time schedules?	Υ	'es			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			65	65		
65. When can one retire and get partial benefits?	55	60			65	65		
66. What is the mandatory retirement age?	65	65			N/A	N/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	/es				⁄es		
68. Can women and men do the same jobs?		No No				es es		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
os. Can women work in triese types of jobs in the same way as men.	No		res	No	Yes		res	Yes
70. Can women work in these occupations in the same way as men:	Mining No	-	Construction Yes	-	Mining Yes		Construction Yes	
71. Can women work on these tasks in the same way as men:		Heavy lifting Yes	Other No			Heavy lifting Yes		
PROTECTING WOMEN FROM VIOLENCE	163	103	110		103	163	, 103	
Domestic violence								
72. Is there domestic violence legislation?	Y	'es			Y	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		/A				/A		
74. Are there clear criminal penalties for domestic violence?		'es				lo		
·	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?		es				es		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?		es es				es es		
79. Do protection orders for domestic violence exist?		'es				es		
80. Do protection orders for domestic violence remove the perpetrator from the home?		'es				es		
81. Do protection orders for domestic violence prohibit contact?	Y	'es			Υ	es		
82. Is there a specialized court/procedure for domestic violence?	Υ	'es			Υ	es		
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		No	No	No	
85. Is there legislation on sexual harassment in education?		'es				lo		
86. Is there legislation on sexual harassment in public places?		'es				lo		
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for: 88. Are there exceptions?	18 v	18 es			21 v	21 es		
89. Is child marriage void or prohibited?		es 'es				lo es		
90. Is child marriage void or profibilities:		'es				es		
Marital rape								
Tidital Tape								
91. Is marital rape explicitly criminalized?	N	lo			N	lo		
91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Υ	'es			Y	es		
91. Is marital rape explicitly criminalized?	Y				Y			

		BRAZIL	В	RUNEI DARUSSALAM
REGION		Latin America & Caribbean		East Asia & Pacific
INCOME GROUP		Upper middle income		High income
FEMALE POPULATION		102,721,419		208,876
FEMALE LABOR FORCE PARTICIPATION		65%		56%
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Ye	25	1	Vo .
2. If yes, does it mention gender?	Ye	es		/A
3. Does the constitution contain a clause on equality?	Ye	25	١	lo
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
Quotas	N		N.	
6. What are the quotas for women on corporate boards?	No q			quota
7. What are the quotas for women in parliament? 8. What are the quotas for women in local qovernment?	No q No q			quota
9. What are the quotas for women on candidate lists for parliament?	30			quota
What are the quotas for women on candidate lists for local government?	30			quota
Rights of married and unmarried women	Married	Unmarried		Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes	No Yes	Yes Yes
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	No
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage	Ye	25		lo
22. Do spouses have equal rights to convey citizenship? 3. Are wives required to obey their husbands?	N	•		és
24. Must spouses jointly financially maintain the family?	Ye			10
USING PROPERTY				10
Marital property regime 25. What is the default marital property regime?	Partial (community of property		No default
26. Who administers marital property?		Both must agree		Original owner
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N,	/A	N	/A
28. Are there special provisions governing the marital home?	N	0	١	lo
29. Does the law provide for valuation of nonmonetary contributions?	Ye	es es	Y	'es
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	No	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Ye	es	١	lo
32. Do female and male surviving spouses have equal inheritance rights?	Ye	es es	1	No
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	N	0	١	lo
34. Are personal law courts recognized?	N			´es
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	25	Y	'és
Judicial representation				
36. How many justices are on the constitutional court?	1			/A
37. Of those, how many are women?	2			/A
38. Is the Chief Justice a woman?	N	U	N	/A
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	V	25		es es
40. If yes, what is the maximum amount (%GNI/capita)?	117			es 2%
	11.		2.	
PROVIDING INCENTIVES TO WORK Personal income tax				
41. Are childcare payments tax deductible?	Ye	25	N	lo
				:
42. Are there tax deductions or credits specific to men/women?	Men No	Women No	Men Yes	Women No
·	INU	INU	res	INU
Childcare and education 43. Is childcare subsidized or publicly provided?	V.	25		lo
	16			
	Ye	25	V	es
44. Is primary education free and compulsory?	Ye	25	Y	'es
	Ye N			es Io

	BRAZIL				BRUNEI DARUSSALAM			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	С	1%			0	%		
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	Microfinance institutions Yes		Retailers No	Utilities No	Microfinance institutions No	
Discrimination		l Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No			Vo	No	
GETTING A JOB								
Parental benefits	Matamitu	Determine	Doventel		Matamitu	Datamitu	Davantal	
50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	120	5	N/A		91	N/A	N/A	
52. Who pays for such leave?	Gov	Emp	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		14	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	1	Vo.				lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		'es				lo		
59. Is it prohibited for prospective employers to ask about family status?		Vo.				lo		
60. Is dismissal of pregnant workers prohibited?		'es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es .				lo		
62. Are nursing mothers entitled to nursing breaks?		'es				lo		
63. Are parents entitled to flexible/part-time schedules?	Γ	No .			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	65			60	60		
65. When can one retire and get partial benefits?	50	55			60	60		
66. What is the mandatory retirement age?	65	70			N/A	N/A		
Working hours and industry restrictions	,	,			,	,		
67. Can women and men work the same night hours?		Yes				es ,		
68. Can women and men do the same jobs?		No -)	es ·		
CO. Con account and in these times and it is								Audioni
оэ. Can women work in these types of Jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduou
	Yes	,	/es	Yes	Yes	Υ	'es	Yes
		,				Υ		Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes Mining	Factories	Construction Yes	Yes Other	Yes Mining Yes	Y Factories	Yes	Yes Other
70. Can women work in these occupations in the same way as men:	Yes Mining Yes	Factories Yes	Construction Yes	Yes Other	Yes Mining Yes	Factories Yes	Yes	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting No	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting No	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting No Yes	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes Yes	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting No Yes //A //es	/es Construction Yes Other Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting Yes Heavy lifting Yes	Construction Yes Other Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Mining Yes Metalwork Yes Yes Yes	Factories Yes Heavy lifting No es //A /es Sexual	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N N Physical	Factories Yes Heavy lifting Yes Heavy lifting Yes Allo Sexual	Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Mining Yes Metalwork Yes Yes Yes	Factories Yes Heavy lifting No Yes Yes Heavy lifting Yes Yes	/es Construction Yes Other Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes N Physical Yes	Factories Yes Heavy lifting Yes Ves Heavy lifting Yes Sexual No	Construction Yes Other Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Mining Yes Metalwork Yes Yes Yes Physical Yes Yes	Factories Yes Heavy lifting No Yes Sexual Yes	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes N Physical Yes Yes	Factories Yes Yes Heavy lifting Yes Ves Sexual No No	Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Mining Yes Metalwork Yes N N N Yes Physical Yes	Factories Yes Heavy lifting No Yes Yes Yes Yes Yes Yes Yes	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N N Physical Yes	Yes Heavy lifting Yes A Job Sexual No No No	Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect intimate partners?	Yes Mining Yes Metalwork Yes Yes N N Physical Yes Yes	Factories Yes Heavy lifting No Yes Sexual Yes	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes N Physical Yes Yes	Yes Factories Yes Heavy lifting Yes A Io Sexual No ses Io Io Io Io Io Io Io Io Io I	Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. Can women work on these tasks in the same way as men: 74. Can women work on these tasks in the same way as men: 75. It not, are there aggravated penalties for offenses between spouses/family members? 76. Loes domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No Pes Yes Yes Yes Yes Yes Yes Yes Yes Yes Y	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes N Physical Yes N N N Physical Yes	Yes Heavy lifting Yes A Job Sexual No No No	Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. Can women work on these tasks in the same way as men: 74. Can women work on these tasks in the same way as men: 75. It not, are there aggravated penalties for offenses between spouses/family members? 76. Are there clear criminal penalties for domestic violence? 77. Does domestic violence legislation cover the following abuse: 78. Does domestic violence legislation protect family members? 79. Does domestic violence legislation protect former spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Mining Yes Metalwork Yes Physical Yes Yes	Factories Yes Heavy lifting No Pees Sexual Yes Yes Sexual Yes Yes Yes Yes Yes	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N N Physical Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Sexual No Live No Liv	Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. Can women work on these tasks in the same way as men: 74. Can women work on these tasks in the same way as men: 75. If not, are there aggravated penalties for offenses between spouses/family members? 76. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect funmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Mining Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y	Factories Yes Heavy lifting No Yes Sexual Yes Sexual Yes Yes Yes Yes Yes	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N N Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Pess AA Io Sexual No es Io Io Io Es	Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Mining Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y	Factories Yes Heavy lifting No Sexual Yes Sexual Yes es Sexual Yes es Sexual Yes Yes Sexual Yes	Construction Yes Other Yes Emotional Yes Criminal	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N N Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Sexual No es	Construction Yes Other Yes Emotional Yes Criminal	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. Can women work on these tasks in the same way as men: 74. Are there domestic violence legislation? 75. If not, are there aggravated penalties for offenses between spouses/family members? 76. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Mining Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No Sexual Yes Sexual Yes es Fes Fes Fes Fes Fes Fes Fes Fes Fe	Construction Yes Other Yes Emotional Yes Criminal penalties	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N N Physical Yes N N Legislation	Factories Yes Heavy lifting Yes Heavy lifting Yes Sexual No Sexual No Es Civil remedies	Construction Yes Other Yes Emotional Yes Criminal penalties	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. Can women work on these tasks in the same way as men: 74. Can women work on these tasks in the same way as men: 75. It not, are there aggravated penalties for offenses between spouses/family members? 76. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Mining Yes Metalwork Yes N N Physical Yes Y Y Y Legislation Yes	Factories Yes Yes Heavy lifting No Sexual Yes es Sexual Yes es es es es es es es ey es ey	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N N Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Pes A/A Io Sexual No Bes Io Io Io Io Res	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. Can women work on these tasks in the same way as men: 74. Can women work on these tasks in the same way as men: 75. Lower there aggravated penalties for offenses between spouses/family members? 76. Does domestic violence legislation cover the following abuse: 77. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 82. Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Mining Yes Metalwork Yes N N Physical Yes Y Y Legislation Yes Yes	Factories Yes Heavy lifting No Sexual Yes Sexual Yes es Fes Fes Fes Fes Fes Fes Fes Fes Fe	Construction Yes Other Yes Emotional Yes Criminal penalties	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes N Physical Yes Yes Yes Yes N N N N N N Yes N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes Heavy lifting Yes Sexual No Sexual No Es Civil remedies	Construction Yes Other Yes Emotional Yes Criminal penalties	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. Can women work on these tasks in the same way as men: 74. Can women work on these tasks in the same way as men: 75. Domestic violence 76. Does domestic violence legislation? 77. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment. 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Mining Yes Metalwork Yes N Physical Yes Y Y Legislation Yes Yes	Factories Yes Heavy lifting No Sexual Yes es Sexual Yes es es es es Yes Yes Yes Yes	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N N Physical Yes Yes Yes N N N N Physical Yes N N N N N N N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes All lo Sexual No Sexual No Sexual No Sexual No No No No No No No	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. Can women work on these tasks in the same way as men: 74. Can women work on these tasks in the same way as men: 75. Domestic violence 76. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Mining Yes Metalwork Yes N N Y Physical Yes Y Y Y Y Y Legislation Yes Yes	Factories Yes Heavy lifting No Sexual Yes es Sexual Yes es Fes Fes Fes Fes Fes Fes Fes Fes Fe	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes N Physical Yes Yes Yes N N N N N N N N N N N N N	Yes Factories Yes Heavy lifting Yes Alo Sexual No Sexual No es Civil remedies No	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. If not, are there domestic violence legislation? 74. Are there domestic violence legislation? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence remove the perpetrator from the home? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Mining Yes Metalwork Yes N Physical Yes Y Y Legislation Yes Yes	Factories Yes Heavy lifting No Sexual Yes es Sexual Yes es es es es yes yes lo	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N N Physical Yes Yes Yes N N N N Physical Yes N N N N N N N N N N N N N N N N N N N	Factories Yes Yes Heavy lifting Yes Alo Sexual No Ses Iol Iol Iol Pes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Is there domestic violence 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No Sexual Yes es Sexual Yes es es es es ey es es ey es es fes es fes for	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N N Physical Yes N N Legislation Yes No N N N N N N N N N N N N N N N N N N	Factories Yes Yes Heavy lifting Yes Sexual No lo	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Is there domestic violence 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect momarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Mining Yes Metalwork Yes Physical Yes Y Y Y Y Y Legislation Yes Yes 18	Factories Yes Heavy lifting No Sexual Yes es Sexual Yes es Ses Ses Fes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Metalwork Yes N N Physical Yes N N Legislation Yes No N N N N N N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes Sexual No Sexual No Ses In Civil remedies No No Ses	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Is there domestic violence 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 75. Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 76. Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Mining Yes Metalwork Yes Physical Yes Y Y Y Y Y Legislation Yes Yes Boys 18	Factories Yes Heavy lifting No Sexual Yes Sexual Yes es es es es es es es es es for a control of the control o	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes N N Physical Yes Y N N N N Physical Yes N N N N N N N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes Heavy lifting Yes Possible AA No Sexual No Sexual No Io	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. Can women work on these tasks in the same way as men: 74. Can women work on these tasks in the same way as men: 75. Does domestic violence legislation? 76. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 78. Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 76. Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Yes Mining Yes Metalwork Yes Physical Yes Y Y Y Y Y Legislation Yes Yes Boys 18	Factories Yes Heavy lifting No Sexual Yes Sexual Yes es Fes Fes Fes Fes Fes Fes Fes Fes Fe	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes N N Physical Yes Y N N N N Physical Yes N N N N N N N N N N N N N N N N N N N	Factories Yes Yes Heavy lifting Yes Sexual No Sexual No Iol Iol Iol Iol Iol Iol Iol Iol Iol Io	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. Can women work on these tasks in the same way as men: 74. Can women work on these tasks in the same way as men: 75. Does domestic violence legislation? 76. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 82. Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marrital rape	Yes Mining Yes Metalwork Yes Physical Yes Y Physical Yes Y Y Y Y Y S Boys 18	Factories Yes Heavy lifting No Sexual Yes Sexual Yes es Fes Fes Fes Fes Fes Fes Fes Fes Fe	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes No Physical Yes Yes Yes No No No No No No No No No N	Factories Yes Yes Heavy lifting Yes Sexual No Sexual No Iol Iol Iol Iol Iol Iol Iol Iol Iol Io	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 82. Is there a specialized court/procedure for domestic violence? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Mining Yes Metalwork Yes N Physical Yes Y Y Physical Yes Y Y Y Y S Boys 18	Factories Yes Heavy lifting No Sexual Yes es Sexual Yes es es es es es for es Girls 18 es es es es	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Metalwork Yes Yes No Physical Yes Yes Yes No	Factories Yes Yes Heavy lifting Yes Sexual No Sexual No Ses Ses No No No Ses	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men:	Yes Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No Sexual Yes es Sexual Yes es Fes Fes Fes Fes Fes Fes Fes Fes Fe	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes No Physical Yes Yes Yes No	Factories Yes Yes Heavy lifting Yes All lo Sexual No Sexual No Ses	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes

	BULGARIA			BURKINA FASO		
REGION	Europe & Central Asia			Sub-Saharan Africa		
INCOME GROUP	Upper middle income			Low income		
FEMALE POPULATION	3,717,047			8,753,094		
FEMALE LABOR FORCE PARTICIPATION	64%			80%		
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?	No		Υ	'es		
2. If yes, does it mention gender?	N/A			´es		
3. Does the constitution contain a clause on equality?	Y	'es	Y	es .		
	Recognized	Invalid	Recognized			
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No No	N/A N/A	Yes	Yes		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	INO	N/A	No	N/A		
Quotas 6. What are the quotas for women on corporate boards?	No.	nuota	No.	quota		
7. What are the quotas for women in parliament?	No quota No quota			quota		
What are the quotas for women in local government?	No quota No quota			quota		
9. What are the quotas for women on candidate lists for parliament?		No quota		0%		
10. What are the quotas for women on candidate lists for local government?	No	quota	30	0%		
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes		
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes		
13. Can a woman travel outside the country in the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes		
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes		
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes		
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes		
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes		
19. Can a woman choose where to live in the same way as a man?	Yes	Yes Yes	No	Yes Yes		
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes N/A	Yes N/A	Yes N/A	N/A		
Division of responsibility within marriage	14/71	14/1	14/71	1971		
22. Do spouses have equal rights to convey citizenship?	Υ	'es	Y	'es		
23. Are wives required to obey their husbands?	No		١	lo		
24. Must spouses jointly financially maintain the family?	Y	es es	Y	'es		
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Partial	community of property	Partial	community of property		
26. Who administers marital property?		Both must agree		Both must agree		
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?		I/A		/A		
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?		res res		'és 'es		
·		es :				
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes	Married Yes	Unmarried Yes		
	162	163	163	163		
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	\	/oc	V	'es		
32. Do female and male surviving spouses have equal inheritance rights?		'es		es 'es		
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	-	No		lo		
34. Are personal law courts recognized?		No		lo		
35. Is a woman's testimony afforded equal weight to that of a man?		'es		es es		
Judicial representation						
36. How many justices are on the constitutional court?	1	12	1	0		
37. Of those, how many are women?		3		3		
38. Is the Chief Justice a woman?	N	No	١	lo		
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?		No		No.		
40. If yes, what is the maximum amount (%GNI/capita)?	N	I/A	N	/A		
PROVIDING INCENTIVES TO WORK						
Personal income tax		1-		I-		
41. Are childcare payments tax deductible?		No :		lo :		
	Men	Women	Men	Women		
42. Are there tax deductions or credits specific to men/women?	No	No	Yes	No		
Childcare and education		l				
43. Is childcare subsidized or publicly provided?		es (es		es es		
44. Is primary education free and compulsory?	Y	/es	Y	es es		
Financial support and care 45. Does the government provide a child allowance to parents?		/es		es es		
46. Must employers provide leave to care for sick relatives?		es 'es	_	lo		
To. I tast employers province leave to care for sick relatives?	T	C3	ľ	10		

	BULGARIA			BURKINA FASO				
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (9/.CNI/capita)?	0	%			141	25%		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	U	70			142	2070		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions		Retailers No	Utilities No	Microfinance institutions No	
Discrimination		Status	Gender			! Status	Gender	
49. Is discrimination in access to credit prohibited based on:		es es	Yes			No No	No	
·	'	C3	103			140	140	
GETTING A JOB			1 2					
Parental benefits Co. Does the law mondate the following types of leaves	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes 410	Yes 15	Yes 365		Yes 98	Yes 3	No N/A	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	Gov	Gov	Gov		Emp & Gov	5 Emp	N/A N/A	
53. What % of wages are paid?	90%	90%	Partially paid		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	0		0	0	N/A	
54. How much of such leave is dripala (days):		:	0				IVA	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
	U	. 0			IV/A	: 11//		
Workplace protections E7. Does the law mandate equal remuneration for work of equal value?	V	or				lo.		
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		es es				No.		
59. Is it prohibited for prospective employers to ask about family status?		es es			No			
60. Is dismissal of pregnant workers prohibited?		es			No Yes			
61. Are mothers quaranteed an equivalent position after maternity leave?		lo				'es		
62. Are nursing mothers entitled to nursing breaks?		es				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				Vo		
Retirement & pensions 64. When can one retire and get full benefits?	Women 63	Men 65			Women 56	Men 56		
65. When can one retire and get ruil benefits?	63	65			56	56		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
	IVA	N/A			IN/A	IN/A		
Working hours and industry restrictions	\	'es				Yes		
67. Can women and men work the same night hours?		Vo				nes No		
68. Can women and men do the same jobs?								
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous No		appropriate es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining	1	Construction	Other
	No	Yes	No	No	Yes	Yes	No	Yes
71. Can women work on these tasks in the same way as men:								
7 1. Can women work on these tasks in the same way as IIICH.	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting		
7 i. can women work on these tasks in the same way as then.	Metalwork No	Heavy lifting Yes	Other No		Metalwork Yes	Heavy lifting Yes		
PROTECTING WOMEN FROM VIOLENCE							Other	
PROTECTING WOMEN FROM VIOLENCE							Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	No	Yes			Yes	Yes	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No	Yes			Yes	Yes No	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Y	Yes es /A			Yes N	Yes No	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Y N	Yes es /A	No	Franchic	Yes N	Yes No No	Other No	Fconomic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Y N Physical	Yes es /A lo Sexual	No Emotional	Economic Vac	Yes N N Physical	Yes No No Sexual	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	No Y N Physical Yes	Yes Yes Yes Yes Yes	No	Economic Yes	Yes No Physical	Yes No No	Other No	Economic No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	No Y N Physical Yes	Yes es /A lo Sexual Yes es	No Emotional		Yes N Physical No	Yes No No No No No No No No No	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	No Y N Physical Yes Yes	Yes es /A lo Sexual Yes es es	No Emotional		Yes N Physical No	Yes No No No No No No No No No	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	No Y N Physical Yes Y Y Y	Yes es /A lo Sexual Yes es es es	No Emotional		Yes No	Yes No	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	No Y N Physical Yes Y Y Y Y	Yes es //A lo Sexual Yes es es es	No Emotional		Yes No No No No No No No No No N	Yes No	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No Y N Physical Yes Y Y Y Y Y Y	Yes es //A //a //o //o Sexual Yes es es es es es	No Emotional		Yes No Physical No No No No No No No No No N	Yes No	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No Y N Physical Yes Y Y Y Y Y Y Y	Yes es //A lo Sexual Yes es es es	No Emotional		Yes No Physical No No No No No No No No No N	Yes Ves Ves Ves Ves Ves Ves Ves	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No Y N Physical Yes Y Y Y Y Y Y Y	Yes es /A lo Sexual Yes es es es es es es es es e	No Emotional		Yes No Physical No No No No No No No No No N	Yes Yes No No No No No No No No No N	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	No Y N Physical Yes Y Y Y Y Y Y Y	Yes es //A lo Sexual Yes es es es es es es Civil	No Emotional Yes Criminal		Yes No Physical No No No No No No No No No N	Yes Ves Ves Ves Ves Ves Ves Ves	Other No No Emotional No Criminal	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	No Y N Physical Yes Y Y Y Legislation	Yes es //A lo Sexual Yes es ses es es es control civil remedies	Emotional Yes Criminal penalties		Yes No Physical No No No Legislation	Yes No	Other No Emotional No Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	No Y N Physical Yes Y Y Y Y Legislation Yes Yes	Yes es //A lo Sexual Yes es es es es es es crivil remedies Yes	Emotional Yes Criminal penalties No		Yes No Physical No No No No No No No No No N	Yes No	Other No Emotional No Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 80. Does domestic violence legislation protect unmarried intimate partners? 91. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No Yes Physical Yes Yes Y Y Y Y Legislation Yes Yes	Yes es /A lo Sexual Yes es es es es es es yes yes	Emotional Yes Criminal penalties No		Yes No Physical No No No No No No No No No N	Yes Yes No No No No No No No No No N	Other No Emotional No Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 80. Does domestic violence legislation protect unmarried intimate partners? 91. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No Yes Physical Yes Yes Y Y Y Y Legislation Yes Yes	Yes es /A lo Sexual Yes es es es es es es es es es	Emotional Yes Criminal penalties No		Yes No Physical No No No No No No No No No N	Yes No Sexual No No No No No No No No No N	Other No Emotional No Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 80. Does domestic violence legislation protect unmarried intimate partners? 91. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	No Yes Physical Yes Y Y Y Y Legislation Yes Yes	Yes es /A lo Sexual Yes es es es es es yes es es es	Emotional Yes Criminal penalties No		Yes No Physical No No No No No No No No No N	Yes Yes No No No No No No No No No N	Other No Emotional No Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	No Y N Physical Yes Y Y Y Legislation Yes Yes Yes Boys 18	Yes Pes Yes Sexual Yes Pes Pes Pes Yes Yes Yes Pes P	Emotional Yes Criminal penalties No		Yes Physical No	Yes No	Other No Emotional No Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No Physical Yes Yes Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes Yes	Yes es /A lo Sexual Yes es e	Emotional Yes Criminal penalties No		Yes Physical No No No No No No No No No N	Yes Ves Ves Ves Ves Ves Ves Ves	Other No Emotional No Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	No Yes Yes Yes Yes Yes Yes Yes Ye	Yes es //A lo Sexual Yes es ses es ses es ses es ses lo Girls 18	Emotional Yes Criminal penalties No		Yes Physical No No No No No No No No No N	Yes Ves Ves Ves Ves Ves Ves Ves	Other No Emotional No Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	No Yes Yes Yes Yes Yes Yes Yes Ye	Yes es //A lo Sexual Yes es e	Emotional Yes Criminal penalties No		Yes Physical No No No No No No No No No N	Yes Ves Ves Ves Ves Ves Ves Ves	Other No Emotional No Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	No Yes Physical Yes Yes Y Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes Ye	Yes es //A lo Sexual Yes es e	Emotional Yes Criminal penalties No		Yes No Physical No N N N N N N N N N N N N	Yes Ves Ves Ves Ves Ves Ves Ves	Other No Emotional No Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	No Y N Physical Yes Y Y Y Y Legislation Yes Yes Yes Yes Yes N N N N N N N N N N N N N	Yes es /A lo Sexual Yes es es es es es es es es e	Emotional Yes Criminal penalties No		Yes No Physical No N N N N N N N N N N N N	Yes Ves Ves Ves Ves Ves Ves Ves	Other No Emotional No Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 90. Is child marriage void or prohibited? 90. Is child marriage explicitly criminalized?	No Y N Physical Yes Y Y Y Legislation Yes Yes Yes Yes Yes N N N N N N N N N N N N N	Yes es //A lo Sexual Yes es e	Emotional Yes Criminal penalties No		Yes No Physical No N N N N N N N N N N N N	Yes No	Other No Emotional No Criminal penalties Yes	Economic No

	BURUNDI			CAMBODIA		
REGION	Sub-Saharan Africa			East Asia & Pacific		
INCOME GROUP	Low income			Low income		
FEMALE POPULATION	5,303,902			7,886,298		
FEMALE LABOR FORCE PARTICIPATION	84%			82%		
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?	Yes		Y	es es		
2. If yes, does it mention gender?	Yes			'es		
3. Does the constitution contain a clause on equality?	tain a clause on equality?		Y	es es		
	Recognized	Invalid	Recognized			
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
Quotas	No.e	auota.	No.	queta		
6. What are the quotas for women on corporate boards?	No quota			quota		
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	30%			quota quota		
9. What are the quotas for women on candidate lists for parliament?	No quota			quota		
10. What are the quotas for women on candidate lists for local government?	No quota			quota		
Rights of married and unmarried women	Married	Unmarried		Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes		
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes		
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes		
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman qet a job in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes		
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes		
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes		
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes		
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes No	Yes Yes	Yes N/A	Yes N/A		
21. Can a woman be "head of household" in the same way as a man?	INO	res	IN/A	: N/A		
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	N	ln .	Y	'es		
23. Are wives required to obey their husbands?	No No		_	Vo .		
24. Must spouses jointly financially maintain the family?	Yes			/es		
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Full co	ommunity of property	Partial	community of property		
26. Who administers marital property?		Both must agree		Both must agree		
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?		/A		I/A		
28. Are there special provisions governing the marital home?		No		es es		
29. Does the law provide for valuation of nonmonetary contributions?		es		/es		
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes	Married Yes	Unmarried Yes		
	163	163	163	163		
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	Λ.	lo	V	'es		
32. Do female and male surviving spouses have equal inheritance rights?		NO NO		es 'es		
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	Λ	lo		No		
34. Are personal law courts recognized?		lo		No.		
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Yes			
Judicial representation						
36. How many justices are on the constitutional court?		7		9		
37. Of those, how many are women?		1		2		
38. Is the Chief Justice a woman?	N	lo	١	Vo		
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?		'es		/es		
40. If yes, what is the maximum amount (%GNI/capita)?	223%		24%			
PROVIDING INCENTIVES TO WORK			_			
Personal income tax		I-		d-		
41. Are childcare payments tax deductible?		lo :		No :		
	Men	Women	Men	Women		
42. Are there tax deductions or credits specific to men/women?	No	No	Yes	No		
Childcare and education		,		,		
43. Is childcare subsidized or publicly provided?		es la		'es		
44. Is primary education free and compulsory?	N	No	Y	/es		
Financial support and care 45. Does the government provide a child allowance to parents?	A	lo .	N	No		
46. Must employers provide leave to care for sick relatives?		lo	_	vo 'es		

	BURUNDI			CAMBODIA				
BUILDING CREDIT								
Credit agencies	22	201						
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	22	3%			Ü	1%		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions		Retailers No	Utilities No	Microfinance institutions Yes	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No	No	
·			: 110					
GETTING A JOB		D. 1				D. 1		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	84	4	N/A		90	N/A	N/A	
52. Who pays for such leave?	Emp & Gov	Emp	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	100%	N/A		50%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	N/A	
3 i Hori macii di Sacriteave is anpara (adjoj).	Mother	Father	,,,,		Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	N/A	IV/A			IV/A	: 11//		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		lo				'oc		
57. Does the law mandate equal remuneration for work of equal value?		lo				'es		
58. Does the law mandate nondiscrimination based on gender in hiring?		'es			Yes No			
59. Is it prohibited for prospective employers to ask about family status?60. Is dismissal of pregnant workers prohibited?		lo 'es				vo 'es		
61. Are mothers quaranteed an equivalent position after maternity leave?		lo es				lo Vo		
62. Are nursing mothers entitled to nursing breaks?		es es				es		
63. Are parents entitled to flexible/part-time schedules?		lo				lo Vo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			55	55		
65. When can one retire and get partial benefits?	60	60			55	55		
66. What is the mandatory retirement age?	60	60			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		/es				Yes		
68. Can women and men do the same jobs?	\	/es				Yes		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
								Voc
	Yes	,	Yes	Yes	Yes	Υ	'es	Yes Other
70. Can women work in these occupations in the same way as men:		,				Υ		Yes Other Yes
	Yes Mining Yes	Factories	Yes Construction Yes	Yes Other	Yes Mining Yes	Y Factories	es Construction Yes	Other
70. Can women work in these occupations in the same way as men:	Yes Mining Yes	Factories Yes	Yes Construction Yes	Yes Other	Yes Mining Yes	Factories Yes	es Construction Yes	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Y Factories Yes Heavy lifting Yes	es Construction Yes Other	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	es Construction Yes Other	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	es Construction Yes Other	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting Yes es /A	Construction Yes Other Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting Yes Yes /A /es	es Construction Yes Other Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Mining Yes Metalwork Yes Yes Yes	Factories Yes Heavy lifting Yes Heavy lifting Yes Sexual	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes	Yes Yes Heavy lifting Yes Yes Yes Sexual	es Construction Yes Other Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Mining Yes Metalwork Yes Yes Yes	Factories Yes Heavy lifting Yes Heavy lifting Yes Sexual No	Construction Yes Other Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes N N Physical Yes	Yes Heavy lifting Yes Yes Heavy lifting Yes Yes Yes Yes Yes	es Construction Yes Other Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Mining Yes Metalwork Yes Yes Yes Physical Yes Yes	Factories Yes Heavy lifting Yes es Sexual No	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Yes Yes Sexual Yes	es Construction Yes Other Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Mining Yes Metalwork Yes Yes Yes N Physical Yes Yes	Factories Yes Heavy lifting Yes 4 Yes Sexual No	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes N N Y Physical Yes	Factories Yes Heavy lifting Yes Yes Yes Yes Yes Yes Yes Yes	es Construction Yes Other Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual No es Sexual No es Sexual No es	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Yes Yes Yes Yes Yes Yes Yes	es Construction Yes Other Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes A Sexual No	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Yes Yes Yes Yes Yes Yes Yes	es Construction Yes Other Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Mining Yes Metalwork Yes Yes N Physical Yes Y N N N N N N N N N N N N	Factories Yes Heavy lifting Yes No Sexual No Ses Iolo Iolo	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Yes Ves Yes Yes Yes Ves Sexual Yes Yes Yes Yes	es Construction Yes Other Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Mining Yes Metalwork Yes Yes N Physical Yes Yes N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes A A Sexual No	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N Physical Yes Yes Yes Yes Yes Yes Yes	Yes Yes Heavy lifting Yes Yes Yes Sexual Yes Yes Sexual Yes Yes Yes Yes	es Construction Yes Other Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Demestic violence 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Mining Yes Metalwork Yes Physical Yes N N N N N N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes Sexual No es Lio lo lo Civil	Construction Yes Other Yes Emotional Yes Criminal	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Emotional Yes Criminal	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Mining Yes Metalwork Yes Physical Yes Yes Legislation	Factories Yes Heavy lifting Yes A A Sexual No Ses Io	Construction Yes Other Yes Emotional Yes Criminal penalties	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	res Factories Yes Heavy lifting Yes Yes Sexual Yes Sexual Yes Sexual Yes Ges Ges Ges Ges Ges Ges Ges	Construction Yes Other Yes Emotional Yes Criminal penalties	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Mining Yes Metalwork Yes Physical Yes N Legislation Yes	Factories Yes Yes Heavy lifting Yes Sexual No es Io	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N Physical Yes Yes Yes Yes Yes Yes Yes Yes	res Factories Yes Heavy lifting Yes Yes Sexual Yes Sexual Yes Factories Yes Yes Yes The service of th	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Mining Yes Metalwork Yes Yes Physical Yes Yes Legislation Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual No es Social Io	Construction Yes Other Yes Emotional Yes Criminal penalties	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	res Yes Heavy lifting Yes Yes Yes Sexual Yes Yes Ces Yes Ces Yes No No No	Construction Yes Other Yes Emotional Yes Criminal penalties	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Mining Yes Metalwork Yes Yes Physical Yes Yes Legislation Yes Yes	Factories Yes Heavy lifting Yes Sexual No es lo lo lo lo lo lo No No No No lo	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes Yes Yes Yes Yes Yes Yes Yes	res Yes Heavy lifting Yes Yes Yes Sexual Yes Yes Sexual Yes Yes Ces Yes No No No No No No No No No N	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Mining Yes Metalwork Yes Physical Yes Y Legislation Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual No es Io	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes	res Yes Heavy lifting Yes Yes Sexual Yes Yes Sexual Yes Yes Comparison of the comparison of	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Mining Yes Metalwork Yes Yes Physical Yes Yes Legislation Yes Boys	Factories Yes Heavy lifting Yes Sexual No es lo	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes N Yes N Yes Yes Yes Yes Yes	res Factories Yes Heavy lifting Yes Yes Fes Fes Fes Fes Fes Fes	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Is there domestic violence 73. Is there domestic violence legislation? 74. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Mining Yes Metalwork Yes Physical Yes Yes Yes Legislation Yes Yes No Res No Res No Res No Res Res Res Res Res Res Res Re	Factories Yes Heavy lifting Yes AA es Sexual No es lo	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	res Sexual Yes Sexual Yes Sexual Yes Yes Yes Yes Yes Cos Cos Cos Cos Cos Cos Cos C	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. If not, are there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Mining Yes Metalwork Yes Physical Yes Yes A A Legislation Yes Yes N Boys 21	Factories Yes Heavy lifting Yes Sexual No es Iolo Iolo Iolo Iolo Iolo Iolo Iolo Iol	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	res Factories Yes Heavy lifting Yes Yes Sexual Yes Sexual Yes Factories Yes Yes Factories Yes Factories Factories Sexual Yes Factories No No No No No No No No No N	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect former spouses? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Mining Yes Metalwork Yes Physical Yes N N N Legislation Yes Yes Boys 21	Factories Yes Heavy lifting Yes Sexual No es Social Iolo Iolo Iolo Iolo Iolo Iolo Iolo Io	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes N Physical Yes Yes Yes Yes Yes N Yes Yes N Yes Yes	res Factories Yes Heavy lifting Yes Yes Sexual Yes Sexual Yes Ses No	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage void or prohibited? 91. Is marrial rape explicitly criminalized?	Yes Mining Yes Metalwork Yes Physical Yes Yes N N N Legislation Yes Yes N N Legislation Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual No es lo lo lo lo lo Civil remedies No No lo	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes N N Yes Physical Yes Yes Y Y Y Y Legislation Yes Yes N N Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Factories Yes Yes Heavy lifting Yes Yes Sexual Yes Sexual Yes Yes Ces Ces Ces Ces Ces Ces Ces Ces Ces	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in education? 87. Is there legislation on sexual harassment in public places? Child and early marriage 89. Is child marriage void or prohibited? 90. Is child marriage void or prohibited? 91. Is marital rape explicitly criminalized?	Yes Mining Yes Metalwork Yes Physical Yes Yes Yes N N Legislation Yes Yes Yes N N Legislation Yes Yes N N N N N N N N N N N N N	Factories Yes Yes Heavy lifting Yes Sexual No es lo lo lo lo lo Civil remedies No No lo	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Yes Sexual Yes Sexual Yes Yes Ces Ces Ces Ces Ces Ces Ces Ces Ces	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes

	CAMEROON			CANADA		
REGION	Sub-Saharan Africa			High income: OECD		
INCOME GROUP	Lower middle income			High income		
FEMALE POPULATION	11,410,432			17,900,562		
FEMALE LABOR FORCE PARTICIPATION	65%			75%		
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	N	No	Y	es es		
2. If yes, does it mention gender?	N/A		Y	'es		
3. Does the constitution contain a clause on equality?	Υ	'es	Y	'es		
	Recognized	Invalid	Recognized	Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
Quotas						
6. What are the quotas for women on corporate boards?	No quota			quota		
7. What are the quotas for women in parliament?	No quota			quota		
What are the quotas for women in local government? What are the quotas for women on condidate lists for parliament?	No quota			quota		
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No quota No quota		No quota No quota			
· · · · · · · · · · · · · · · · · · ·				Unmarried		
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married No	Unmarried Yes	Married Yes	Yes		
12. Can a woman apply for a national ID card in the same way as a man?	No	Yes	N/A	N/A		
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes		
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes		
15. Can a woman get a job in the same way as a man?	No	Yes	Yes	Yes		
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes		
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes		
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes		
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A		
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?		No		'es		
23. Are wives required to obey their husbands?		Vo		No .		
24. Must spouses jointly financially maintain the family?	Υ	'es	Y	/es		
USING PROPERTY						
Marital property regime	B 41.1		5 (1)			
25. What is the default marital property regime?	Partial	community of property		community of property		
26. Who administers marital property?		Husband		Both must agree		
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?		No	Λ.	1/A		
28. Are there special provisions governing the marital home?		NO NO	N/A Yes			
29. Does the law provide for valuation of nonmonetary contributions?		'es		es es		
Property rights	Married	Unmarried		Unmarried		
30. Do men and women have equal ownership rights to property?	No	Yes	Yes	Yes		
Inheritance rights		1		1		
31. Do sons and daughters have equal inheritance rights?	Y	'es)	'és		
32. Do female and male surviving spouses have equal inheritance rights?		'es		'és		
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	Y	'es	1	No		
34. Are personal law courts recognized?	No		No			
35. Is a woman's testimony afforded equal weight to that of a man?	Υ	es es	Y	'es		
Judicial representation						
36. How many justices are on the constitutional court?		6		9		
37. Of those, how many are women?		0		4		
38. Is the Chief Justice a woman?	١	No	Y	'es		
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?		'es		/es		
40. If yes, what is the maximum amount (%GNI/capita)?	143	36%	4	6%		
PROVIDING INCENTIVES TO WORK						
Personal income tax		_				
41. Are childcare payments tax deductible?	N	Vo	Y	/es		
	Men	Women	Men	Women		
42. Are there tax deductions or credits specific to men/women?	No	No	No	No		
Childcare and education						
43. Is childcare subsidized or publicly provided?		'es		'es		
44. Is primary education free and compulsory?	Υ	es es	Y	'es		
Financial support and care		_				
45. Does the government provide a child allowance to parents?		'es		/es		
46. Must employers provide leave to care for sick relatives?	1	No	1	'es		

		CAME	ROON			CAN	ADA	
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	1	%			0	%		
47.1 million tour difficult covered by credit agencies (worth/capita):	'	:	Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	institutions		Retailers Yes	Utilities Yes	institutions N/A	
Discrimination		Status	Gender			: ICS	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			es	Yes	
·			: 110				103	
GETTING A JOB			1 2					
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity No	Parental Yes	
51. How much of such leave is paid (days)?	98	3	N/A		105	N/A	245	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	N/A	Gov	
53. What % of wages are paid?	100%	100%	N/A		34%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	N/A		14	N/A	14	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			N	i lo		
58. Does the law mandate equal remandation to work of equal value.		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				es		
60. Is dismissal of pregnant workers prohibited?		es			Υ	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				'es		
62. Are nursing mothers entitled to nursing breaks?	Y	es			N	lo		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			65	65		
65. When can one retire and get partial benefits?	50	50			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions						•		
67. Can women and men work the same night hours?	1	⁄es			١	/es		
68. Can women and men do the same jobs?		No				/es		
·	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriato	Arduous
69. Can women work in these types of jobs in the same way as men:	Yes		Appropriate No	No	Yes		appropriate /es	Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
70. Can worken work in triese occupations in the same way as men.	No	No	No	No	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	No	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE		110						
Domestic violence						lo.		
Domestic violence 72. Is there domestic violence legislation?		lo				lo 'es		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N	lo lo			Y	'es		
Domestic violence 72. Is there domestic violence legislation?	N N	lo lo	Emotional	Economic	Y	es es		Economic
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N Physical	lo lo lo Sexual	Emotional No	Economic No	Y Y Physical	es Sexual	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Physical No	lo lo lo Sexual	Emotional No	Economic No	Physical No	es es Sexual No		Economic No
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Physical No	lo lo Sexual No			Physical No	es Sexual No	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Physical No	lo lo lo Sexual			Physical No No	es es Sexual No	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Physical No No	lo lo Sexual No lo			Physical No No N	es Sexual No lo lo	Emotional	
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Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical No	io lo lo Sexual No lo lo			Physical No No No No No No No No No No	es Sexual No lo lo lo lo lo les	Emotional	
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Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical No	lo lo lo Sexual No lo	No		Physical No	es es Sexual No lo	Emotional No Criminal	
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Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Physical No No No No No Legislation No No No No No Roys 21	lo l	Criminal penalties No		Physical No	es Sexual No	Emotional No Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Physical No No No No Legislation No No No No Physical No	lo l	Criminal penalties No		Physical No	es Sexual No	Emotional No Criminal penalties No	
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Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in education? 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Physical No No No No Legislation No No Physical No	lo l	Criminal penalties No		Physical No	es ses Sexual No lo	Emotional No Criminal penalties No	Economic No

		CHA	AD.		СН	LE
REGION		Sub-Sahar	an Africa		High incor	me: OECD
INCOME GROUP		Low in	come		High ir	icome
FEMALE POPULATION		6,593,	973		8,982	,586
FEMALE LABOR FORCE PARTICIPATION		659	%		55	%
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?	\	Yes		N	lo	
2. If yes, does it mention gender?		Yes		N/A		
3. Does the constitution contain a clause on equality?	١	Yes		Y	es	
	Recognized			Recognized		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas	N.			N.		
6. What are the quotas for women on corporate boards?		quota			juota	
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No quota No quota				juota juota	
9. What are the quotas for women on candidate lists for parliament?	No quota No quota)%	
What are the quotas for women on candidate lists for local government?	No quota No quota				juota	
Rights of married and unmarried women	Married	Unmarried			Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?				Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes Yes	Yes Yes	
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	No Yes	Yes Yes		Yes	Yes Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	No	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	No	Yes		No	Yes	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?		Yes		Yes		
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?		No Yes		No Yes		
		163			C 3	
USING PROPERTY				_		
Marital property regime 25. What is the default marital property regime?	Partial	community of pr	conorty	Dartial (community of n	roporty
26. Who administers marital property?	Faitiai	Husband	operty	Partial community of property Husband		
Protecting a wife's interests		riasbaria			Habbana	
27. If the husband administers property, is spousal consent required for major transactions?	1	No		Y	es	
28. Are there special provisions governing the marital home?		No			lo	
29. Does the law provide for valuation of nonmonetary contributions?	,	Yes		Y	es	
Property rights	Married	Unmarried		Married	Unmarried	
30. Do men and women have equal ownership rights to property?	No	Yes		No	Yes	
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	١	Yes		Y	es	
32. Do female and male surviving spouses have equal inheritance rights?	١	Yes		Y	es	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?		No		N	lo	
34. Are personal law courts recognized?	Į.	No		N	lo	
35. Is a woman's testimony afforded equal weight to that of a man?	١	Yes		Y	es	
Judicial representation						
36. How many justices are on the constitutional court?		6			0	
37. Of those, how many are women?		1			2	
38. Is the Chief Justice a woman?		No		N	10	
Efficiency of procedure		Voc			or.	
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?		Yes 10%			es 9%	
	Z	.5 70		20	3 70	
PROVIDING INCENTIVES TO WORK						
Personal income tax 41. Are childcare payments tax deductible?		No		N	lo	
					:	
42. Are there tay deductions or credits specific to man human?	Men	Women		Men	Women No	
42. Are there tax deductions or credits specific to men/women?	No	No		No	INO	
Childcare and education 43. Is childcare subsidized or publicly provided?	,	Yes		V	es	
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?		res Yes			es es	
		103		1		
Financial support and care 45. Does the government provide a child allowance to parents?	,	Yes		V	es	
46. Must employers provide leave to care for sick relatives?		No			es	
or control of broader control of the relatives:				1		

	CHAD		CHILE					
BUILDING CREDIT								
Credit agencies 41 Majorum John amount coursed by credit agencies (IV CNII /casita)2	2	1%				1%		
47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	2	. 70			U	70		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions No		Retailers Yes	Utilities No	Microfinance institutions N/A	
Discrimination		I Status	Gender			! Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No No	No			No No	No	
·		140	IVO			140	IVO	
GETTING A JOB			1					
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes 98	Yes 1	No N/A		Yes 126	Yes 5	Yes 84	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	Gov	Emp	N/A		Gov	5 Emp	Gov	
53. What % of wages are paid?	50%	100%	N/A		100%	100%	100%	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	0	
34. How much of such leave is alipaid (days):		:	IN/A				U	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			42	0		
	IV/A	IN/A			42			
Workplace protections F7. Does the law mandate equal componentian for work of equal value?		loc.				lo.		
57. Does the law mandate equal remuneration for work of equal value?		'es				No.		
58. Does the law mandate nondiscrimination based on gender in hiring?		'es Vo				lo lo		
59. Is it prohibited for prospective employers to ask about family status?60. Is dismissal of pregnant workers prohibited?		vo 'es				vo 'es		
61. Are mothers quaranteed an equivalent position after maternity leave?		'es				'es		
62. Are nursing mothers entitled to nursing breaks?		'es				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				45 Vo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60 55	60 55			60 60	65 65		
65. When can one retire and get partial benefits?	N/A	N/A			N/A	N/A		
66. What is the mandatory retirement age?	IV/A	: IN/A			IV/A	: IN/A		
Working hours and industry restrictions						,		
67. Can women and men work the same night hours?		No				Yes		
68. Can women and men do the same jobs?		No				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	 	appropriate	Arduous	Hazardous		appropriate	Arduous
	No		No	Yes	Yes	Υ	'es	Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men:	No Mining			Yes Other	Yes Mining	Y Factories	es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	No Mining No	Factories No	No Construction No	Yes	Yes Mining Yes	Factories Yes	Yes	Yes
	No Mining No	Factories	No Construction No	Yes Other	Yes Mining Yes	Y Factories	Yes	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	No Mining No Metalwork	Factories No Heavy lifting	No Construction No Other	Yes Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Mining No Metalwork	Factories No Heavy lifting	No Construction No Other	Yes Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	No Mining No Metalwork Yes	Factories No Heavy lifting Yes	No Construction No Other	Yes Other	Yes Mining Yes Metalwork Yes	Y Factories Yes Heavy lifting No	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Mining No Metalwork Yes	Factories No Heavy lifting Yes	No Construction No Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting No	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Mining No Metalwork Yes	Factories No Heavy lifting Yes	No Construction No Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting No	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Mining No Metalwork Yes	Factories No Heavy lifting Yes	No Construction No Other Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting No Yes Heavy lifting No	Construction Yes Other Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Mining No Metalwork Yes	Factories No Heavy lifting Yes	Construction No Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N N Physical	Factories Yes Heavy lifting No Yes Avoid the service of the servic	Construction Yes Other Yes Emotional	Yes Other Yes
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	No Mining No Metalwork Yes No Physical No	Factories No Heavy lifting Yes lo lo Sexual No	Construction No Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N Physical Yes Yes	Factories Yes Heavy lifting No Yes No Sexual No	Construction Yes Other Yes Emotional	Yes Other Yes
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	No Mining No Metalwork Yes No Physical No	Factories No Heavy lifting Yes No	Construction No Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N Physical Yes Yes	Factories Yes Heavy lifting No ees //A lo Sexual No ees ees ees ees	Construction Yes Other Yes Emotional	Yes Other Yes
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No Mining No Metalwork Yes No Physical No	Factories No Heavy lifting Yes No	Construction No Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes N N Physical Yes	Factories Yes Heavy lifting No Yes No Sexual No Sexual Ses	Construction Yes Other Yes Emotional	Yes Other Yes
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	No Mining No Metalwork Yes No Physical No No Legislation No	Factories No Heavy lifting Yes No No No Civil remedies No	Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No Yes No Sexual No Ses Ges Ges Ges Ges Ges Ges No Civil remedies No	Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No Mining No Metalwork Yes No Physical No No Legislation No No	Factories No Heavy lifting Yes No No Civil remedies No No No	Construction No Other Yes Emotional No Criminal penalties	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes	Factories Yes Heavy lifting No Yes No Sexual No Sexual No Ses Ges Ges Ges Ges Ges Mo No No No	Construction Yes Other Yes Emotional Yes Criminal penalties	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect fromer spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No Mining No Metalwork Yes No Physical No No Legislation No No	Factories No Heavy lifting Yes No	Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes N N Physical Yes Y Y Y Y Y Y Y Y Legislation Yes Yes	Factories Yes Heavy lifting No Yes No Sexual No Sexual No Sexual No Ces Ses Ces Ces Ces Ces Ces Con No	Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Is there domestic violence 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No Mining No Metalwork Yes No Physical No No Legislation No	Factories No	Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	res // A //	Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect ormer spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	No Mining No Metalwork Yes No Physical No	Factories No Heavy lifting Yes No	Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	res Pes Pes Pes Pes Pes Pes Pes Pes Pes P	Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in education? 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	No Mining No Metalwork Yes No No Physical No	Factories No Heavy lifting Yes No Olo No Civil remedies No No Olo Olo Olo Olo Olo Olo Olo Olo Olo Ol	Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes N N N Physical Yes Yes Yes Yes Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	res Factories Yes Heavy lifting No Sexual No Sexual No Ses Yes In the service of the	Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in education? 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	No Mining No Metalwork Yes No No Physical No	Factories No Heavy lifting Yes No	Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes N N N Physical Yes Yes Yes Yes Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	res Pes Pes Pes Pes Pes Pes Pes Pes Pes P	Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
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		CHI	NA		COLO	MBIA
REGION		East Asia			Latin America	
INCOME GROUP		Upper mid	dle income		Upper mide	fle income
FEMALE POPULATION		657,03			24,87	3,046
FEMALE LABOR FORCE PARTICIPATION		70			60	
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	N	lo		Yes		
2. If yes, does it mention gender?	N	/A		Y	es	
3. Does the constitution contain a clause on equality?	Υ	'es		Y	es	
	Recognized	Invalid		Recognized Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas						
6. What are the quotas for women on corporate boards?		quota			quota	
7. What are the quotas for women in parliament?		quota			luota .	
8. What are the quotas for women in local government? 9. What are the quotas for women on specificate lists for padiament?	No quota > 0			quota)%		
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	> 0 No quota)%		
					Unmarried	
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Yes	Unmarried Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
16. Can a woman sign a contract in the same way as a man?17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage	V	·		21		
Do spouses have equal rights to convey citizenship? Are wives required to obey their husbands?		es Vo		Yes No		
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?		es es		_	es es	
		CJ .		-	c)	
USING PROPERTY				_		
Marital property regime 25. What is the default marital property regime?	Partial	community of p	ronerty	Deferred	community of	nronerty
26. Who administers marital property?		Both must agree		_	Original owner	property
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N	/A		N	/A	
28. Are there special provisions governing the marital home?	١	lo		N	lo	
29. Does the law provide for valuation of nonmonetary contributions?	Υ	'es		Y	es	
Property rights	Married	Unmarried		Married	Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	Y	'es		Y	es	
32. Do female and male surviving spouses have equal inheritance rights?	Υ	'es		Y	es	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?		lo			es	
34. Are personal law courts recognized?		lo .		_	lo	
35. Is a woman's testimony afforded equal weight to that of a man?	Y	'es		Y	es	
Judicial representation	A	/A		_	0	
36. How many justices are on the constitutional court? 37. Of those, how many are women?		/A /A			9 2	
38. Is the Chief Justice a woman?		/A		_	lo	
Efficiency of procedure	IV	,			-	
39. Is there a small claims court/fast track procedure?	Y	'es		Υ	es	
40. If yes, what is the maximum amount (%GNI/capita)?		9%		_	3%	
PROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	N	lo		N	lo	
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education						
43. Is childcare subsidized or publicly provided?	Y	'es		Y	es	
44. Is primary education free and compulsory?	Υ	'es		Υ	es	
Financial support and care						
				A7		
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	Y	'es		Y	es	

DUM DING CREDIT		CH	INA			COLO	MBIA	
BUILDING CREDIT								
Credit agencies 47 Minimum Ioan amount covered by credit agencies (IV CNII (capita) 2	0	%			0	1%		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	U	70				,	· · · · · · · · · · · · · · · · · · ·	
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		Yes	Yes	Yes	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No	No	
GETTING A JOB		:	:				:	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	128	3	N/A		98	10	N/A	
52. Who pays for such leave?	Emp & Gov	Emp	N/A		Gov	Gov	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		lo				'es		
58. Does the law mandate nondiscrimination based on gender in hiring?		'es				Vo		
59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited?		lo 'es				lo 'es		
61. Are mothers quaranteed an equivalent position after maternity leave?		lo es				'es		
62. Are nursing mothers entitled to nursing breaks?		es es				'es		
63. Are parents entitled to flexible/part-time schedules?		10				Vo		
·								
Retirement & pensions 64. When can one retire and get full benefits?	Women 50	Men 60			Women 57	Men 62		
65. When can one retire and get ruin benefits?	50	60			57	62		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	14/1				14//1	: '',''		
67. Can women and men work the same night hours?	\	/es			١	Yes		
68. Can women and men do the same jobs?		No				No		
•								
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous No	Hazardous No	•	appropriate es	Arduous No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
To can nome! Note in these occupations in the same may as men.	No	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	No	No		Yes	No	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
Domestic violence								
72. Is there demostic violence logislation?	V	25			V	/oc		
<u> </u>		es /A				es		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal negalties for domestic violence?	N,	/A			N	I/A		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N, Ye	/A es	Fmotional	Fronomic	N Y	/A 'es	Fmotional	Fronomic
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N, Ye Physical	/A es Sexual	Emotional Yes	Economic No	N Y Physical	/A /es Sexual	Emotional Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N, Ye Physical Yes	/A es Sexual No	Emotional Yes	Economic No	Physical Yes	/A 'es Sexual Yes	Emotional Yes	Economi Yes
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N, Yi Physical Yes	/A es Sexual			Physical Yes	/A /es Sexual		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N, Yo Physical Yes N	es Sexual No			Physical Yes Yes	/A /es Sexual Yes /es		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N, Yo Physical Yes N Yes	ves Sexual No ves lo			Physical Yes Yes Y	//A /es Sexual Yes /es		
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73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect tormer spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N, You Physical Yes Yes Yes N N N N N N N N N N N N N N N N N N N	/A es	Yes Criminal penalties No		Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes Negislation Yes Yes Negislation Yes Yes Negislation Yes Yes Negislation Yes	//A fees Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	N, You Physical Yes Yes Yes N N N N N N N N N N N N N N N N N N N	/A es	Yes Criminal penalties No		Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes Negislation Yes Yes Negislation Yes Yes Negislation Yes Yes Negislation Yes	//A fees Sexual Yes Yes Ves Yes Yes Yes Yes Yes	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	N, You Physical Yes You N N N N N N N N N N N N N N N N N N N	/A es	Yes Criminal penalties No		Physical Yes	//A fees Sexual Yes Yes Ves Yes Yes Yes Yes Yes	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	N, You Physical Yes You N N N N N N N N N N N N N N N N N N N	/A es	Yes Criminal penalties No		Physical Yes	//A fes Sexual Yes es solo fes	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	N, You Physical Yes Yes N N N N N N N N N N N N N N N N N N N	/A es	Yes Criminal penalties No		Physical Yes Yes Yes Yes Yes Yes Yes Yes Nes Nes Nes Nes Nes Nes Nes Nes Nes N	//A /es Sexual Yes es /olo /es es /es /es /es /es /es /es /es /es	Yes Criminal penalties Yes	Yes Yes

		CONGO, D	EM. REP.		CONGO	, REP.
REGION		Sub-Sahar	an Africa		Sub-Sahara	·
INCOME GROUP		Low in	come		Lower midd	le income
FEMALE POPULATION		34,905	5,563		2,279,	702
FEMALE LABOR FORCE PARTICIPATION		72'	%		709	6
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?	Υ	es es		Y	es	
2. If yes, does it mention gender?		'es			es	
3. Does the constitution contain a clause on equality?	Y	es es			es	
	Recognized	Invalid		Recognized		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas 6. What are the quotas for women on corporate boards?	No	quota		No.	juota	
7. What are the quotas for women in parliament?		quota			luota	
What are the quotas for women in local government?		quota		_	juota	
9. What are the quotas for women on candidate lists for parliament?	50%)%		
10. What are the quotas for women on candidate lists for local government?	50%		30)%		
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		No	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
15. Can a woman get a job in the same way as a man?	No	Yes		Yes	Yes	
16. Can a woman sign a contract in the same way as a man?	No	Yes		Yes	Yes	
17. Can a woman register a business in the same way as a man?	No	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	No	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	No	Yes Yes		No	Yes Yes	
20. Can a woman conter citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes No	Yes		Yes No	Yes	
Division of responsibility within marriage	140	103		110	103	
22. Do spouses have equal rights to convey citizenship?	}	es es		N	lo	
23. Are wives required to obey their husbands?)	es/es		No		
24. Must spouses jointly financially maintain the family?	Y	es es		Y	es	
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Partial	community of p	roperty	Partial	community of pr	operty
26. Who administers marital property?		Husband			Husband	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?		es .			es .	
28. Are there special provisions governing the marital home?		No You			lo	
29. Does the law provide for valuation of nonmonetary contributions?		es			es	
Property rights 30. Do men and women have equal ownership rights to property?	Married No	Unmarried Yes		Married No	Unmarried Yes	
	INU	163		140	162	
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	\	/oc		v	es	
32. Do female and male surviving spouses have equal inheritance rights?		'es 'es			es	
GOING TO COURT		CJ			CJ	
Equality of access 33. Are customary law courts recognized?		No		Λ.	lo	
34. Are personal law courts recognized?		No.			lo	
35. Is a woman's testimony afforded equal weight to that of a man?		es es		_	es	
Judicial representation						
36. How many justices are on the constitutional court?		9			9	
37. Of those, how many are women?		0			2	
38. Is the Chief Justice a woman?	N	No		N	lo	
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?		es es		_	lo	
40. If yes, what is the maximum amount (%GNI/capita)?	65	66%		N	/A	
PROVIDING INCENTIVES TO WORK						
Personal income tax 11 Are childene payments by deductible?		lo.			lo.	
41. Are childcare payments tax deductible?		No :			lo :	
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		Yes	No	
Childcare and education		,				
43. Is childcare subsidized or publicly provided?		'es		_	lo	
44. Is primary education free and compulsory?	Y	'es		Y	es	
Financial support and care 45. Does the government provide a child allowance to parents?		'es		v	es	
46. Must employers provide leave to care for sick relatives?		Vo		_	lo	
2 Supplying provide restricted facilities relatives.						

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	CONGO, DEM. REP.			CONGO, REP.				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			1	1%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	N/A	N/A	N/A		No	No	No	
Discrimination 49. Is discrimination in access to credit prohibited based on:		l Status No	Gender No			No	Gender No	
		VO	INO			INO	INO	
GETTING A JOB						1		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	98	2	N/A		105	N/A	N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Emp & Gov	N/A	N/A	
53. What % of wages are paid?	67%	100%	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections F7. Does the law mandate equal remuneration for work of equal value?		lo.				No		
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo lo				No No		
59. Is it prohibited for prospective employers to ask about family status?		lo				No		
60. Is dismissal of pregnant workers prohibited?		es				No		
61. Are mothers guaranteed an equivalent position after maternity leave?	N	lo			١	Yes		
62. Are nursing mothers entitled to nursing breaks?		es				Yes		
63. Are parents entitled to flexible/part-time schedules?	N	lo			- 1	No		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	65 65			52	52		
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	60	65 65			52 57	52 57		
· •	00	03			31	: 31		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	⁄es				Yes		
68. Can women and men do the same jobs?		Vo .				No		
•	Hazardous		annropriato	Arduous	Hazardous		annronriato	Arduous
69. Can women work in these types of jobs in the same way as men:	No		appropriate No	No	Yes	 	appropriate No	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	No	No	No	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
DDOTECTING WOMEN FROM WOLFING	Yes	No	No		Yes	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?		lo				No No		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?		lo lo				No No		
74. Are there clear criminal penalties for domestic violence:	- 1							Economi
75. Does domestic violence legislation cover the following abuse:	Physical		Fmotional	Fronomic	Physical		Fmotional	
	Physical No	Sexual No	Emotional No	Economic No	Physical No	Sexual No	Emotional No	No
76. Does domestic violence legislation protect family members?	No	Sexual			No	Sexual		No
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	No N	Sexual No			No I	Sexual No		No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	No No N	No No lo lo			No I	No No No No		No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	No No No	No lo			No I	No		No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No No N N	No lo lo lo lo lo			No I	No N		No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No N	Sexual No lo			No I	Sexual No		No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	No N	No lo lo lo lo lo			No I	No N		No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	No Legislation	No lo lo lo lo lo lo co	Criminal penalties Yes		No IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII	Sexual No	Criminal penalties No	No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No Legislation Yes Yes	No lo	No Criminal penalties		No I	No N	No Criminal penalties	No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No Legislation Yes Yes	No lo	Criminal penalties Yes		No I	No N	Criminal penalties No	No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	No Legislation Yes Yes	Sexual No	Criminal penalties Yes		No I	No N	Criminal penalties No	No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	No N	Sexual No lo	Criminal penalties Yes		No I I I I I I I I I I I I I I I I I I I	Sexual No	Criminal penalties No	No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No N	Sexual No lo	Criminal penalties Yes		No Legislation No No Boys 21	Sexual No	Criminal penalties No	No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	No Legislation Yes Yes No	Sexual No lo	Criminal penalties Yes		No Legislation No No 21	Sexual No	Criminal penalties No	No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	No Legislation Yes Yes No	Sexual	Criminal penalties Yes		No Legislation No No Soys 21	No N	Criminal penalties No	No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	No Legislation Yes Yes No	Sexual	Criminal penalties Yes		No Legislation No No Soys 21	No N	Criminal penalties No	No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	No N	Sexual	Criminal penalties Yes		No Legislation No No Soys 21	No N	Criminal penalties No	No
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	No N	Sexual No	Criminal penalties Yes		No I Legislation No No I Boys 21	No N	Criminal penalties No	No

		COSTA RICA		CÔTE D'IVOIRE
REGION		Latin America & Caribbean		Sub-Saharan Africa
NCOME GROUP		Upper middle income		Lower middle income
EMALE POPULATION		2,430,743		10,209,279
EMALE LABOR FORCE PARTICIPATION		51%		53%
CCESSING INSTITUTIONS				
Constitutional rights				
. Does the constitution contain a clause on nondiscrimination?	Ye	es .	1	No
. If yes, does it mention gender?	N	0	N	I/A
. Does the constitution contain a clause on equality?	Ye	es es	Y	'es
	Recognized	Invalid	Recognized	Invalid
l. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
What are the quotas for women on corporate boards?	No q	uota	No o	quota
. What are the quotas for women in parliament?	No quota		_	quota
. What are the quotas for women in local government?	No quota		_	quota
. What are the quotas for women on candidate lists for parliament?	50%			quota
0. What are the quotas for women on candidate lists for local government?				quota
lights of married and unmarried women	Married	Unmarried		Unmarried
Can a woman apply for a passport in the same way as a man? Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
3. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
5. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
8. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
9. Can a woman choose where to live in the same way as a man? 0. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
vivision of responsibility within marriage	14/1	14/1	14/11	14/1
2. Do spouses have equal rights to convey citizenship?	Ye	25	Y	'es
3. Are wives required to obey their husbands?	N		_	No
4. Must spouses jointly financially maintain the family?	Ye	es .	Y	es es
SING PROPERTY				
Marital property regime				
5. What is the default marital property regime?	Deferred	community of property	Partial	community of property
6. Who administers marital property?		Original owner		Husband
Protecting a wife's interests				
7. If the husband administers property, is spousal consent required for major transactions?	N,	'A	Y	'es
8. Are there special provisions governing the marital home?	N	0	1	No
9. Does the law provide for valuation of nonmonetary contributions?	Ye	es .	Y	es es
Property rights	Married	Unmarried	Married	Unmarried
O. Do men and women have equal ownership rights to property?	Yes	Yes	No	Yes
nheritance rights				
1. Do sons and daughters have equal inheritance rights?	Ye	es .	Y	es es
2. Do female and male surviving spouses have equal inheritance rights?	Ye	es .	Y	és
DING TO COURT				
quality of access				
3. Are customary law courts recognized?	N	0	1	No
4. Are personal law courts recognized?	N	0	1	No
5. Is a woman's testimony afforded equal weight to that of a man?	Ye	es es	Y	es es
udicial representation				
6. How many justices are on the constitutional court?	7			7
7. Of those, how many are women?	1			2
8. Is the Chief Justice a woman?	N	0	١	No
fficiency of procedure				
9. Is there a small claims court/fast track procedure?	Ye		_	No
0. If yes, what is the maximum amount (%GNI/capita)?	57	%	N	I/A
ROVIDING INCENTIVES TO WORK				
ersonal income tax				
1. Are childcare payments tax deductible?	N	0	1	No
	Men	Women	Men	Women
2. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
3. Is childcare subsidized or publicly provided?	Ye	es es	Y	'es
4. Is primary education free and compulsory?	Ye	es es	1	No
inancial support and care				
manciai support and care				
5. Does the government provide a child allowance to parents?	N	0	Y	'es

	COSTA RICA			CÔTE D'IVOIRE				
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			12	79%		
		:	Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers No	Utilities Yes	institutions		Retailers No	Utilities No	institutions	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No	No	
·			: 110				110	
GETTING A JOB		D. 1				D. 1	B 11	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	120	N/A	N/A		98	2	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Gov	Emp	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	N/A	
3 in total material satisfactors and adaptive	Mother	Father	,,,,		Mother	Father	,,,,	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	14/11	11//1			14/71	: 14//1		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		lo			\.	es es		
58. Does the law mandate equal remomeration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		10 10				'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo Vo		
60. Is dismissal of pregnant workers prohibited?		es es				es		
61. Are mothers quaranteed an equivalent position after maternity leave?		lo				'es		
62. Are nursing mothers entitled to nursing breaks?		'es				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				'es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			55	55		
65. When can one retire and get numberents?	60	62			50	50		
66. What is the mandatory retirement age?	N/A	N/A			55	55		
Working hours and industry restrictions	,	,,,,			33	: 33		
67. Can women and men work the same night hours?		No			١	Yes		
68. Can women and men do the same jobs?		No				No		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous	·	appropriate	Arduous	Hazardous		appropriate	Arduous
	No		No	No	Voc	V	oc :	
70. Can woman work in those occupations in the same way as mon-	No Mining		No Construction	No Other	Yes		es Construction	No Other
70. Can women work in these occupations in the same way as men:	No Mining Yes		No Construction Yes	No Other Yes	Yes Mining Yes		es Construction Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining Yes	Factories	Construction Yes	Other	Mining Yes	Factories	Construction Yes	Other
	Mining Yes	Factories Yes	Construction Yes	Other	Mining Yes	Factories Yes	Construction Yes	Other
71. Can women work on these tasks in the same way as men:	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes es /A	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes es /A es	Construction Yes Other Yes	Other Yes	Mining Yes Metalwork Yes	Yes Heavy lifting Yes Ves	Construction Yes Other Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Mining Yes Metalwork Yes Yes N N Y Physical	Factories Yes Heavy lifting Yes es /A es Sexual	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes No N	Factories Yes Heavy lifting Yes No No Sexual	Construction Yes Other Yes Emotional	Other Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Mining Yes Metalwork Yes Yes Yes N Y Physical Yes Yes	Factories Yes Heavy lifting Yes Ves Sexual Yes	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes No No No No	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es Fes Fes Fes Fes Fes Fes Fes Fes Fe	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes N N Physical No	Factories Yes Heavy lifting Yes No	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Mining Yes Metalwork Yes Yes Yes Yes Physical Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes Sexual Yes es Sexual Yes Sexual Yes Sexual Yes	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes N Physical No	Factories Yes Heavy lifting Yes No No Sexual No	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es es	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes N N Physical No	Factories Yes Heavy lifting Yes No No Sexual No	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes Yes	Factories Yes Heavy lifting Yes es /A es Sexual Yes es es es es	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes N N Physical No N N N N N N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes No Sexual No	Construction Yes Other Yes Emotional	Other Yes
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Mining Yes Metalwork Yes Y N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y	Factories Yes Heavy lifting Yes es Sexual Yes es Sexual Yes es	Construction Yes Other Yes Emotional Yes Criminal	Other Yes	Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes No No Sexual No No No Civil	Construction Yes Other Yes Emotional No Criminal	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es	Construction Yes Other Yes Emotional Yes	Other Yes	Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes No Sexual No	Construction Yes Other Yes Emotional No Criminal penalties	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es Sexual Yes es	Construction Yes Other Yes Emotional Yes Criminal penalties	Other Yes	Mining Yes Metalwork Yes Physical No Legislation	Factories Yes Heavy lifting Yes No No Sexual No No No Color No	Construction Yes Other Yes Emotional No Criminal	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Mining Yes Metalwork Yes N N Y Physical Yes Y Y Legislation Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es e	Criminal penalties No	Other Yes	Mining Yes Metalwork Yes No N Physical No N Legislation Yes Yes	Factories Yes Heavy lifting Yes No Sexual No No Civil remedies No	Construction Yes Other Yes Emotional No Criminal penalties Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Mining Yes Metalwork Yes N N Y Physical Yes Y Y Legislation Yes Yes	Factories Yes Yes Heavy lifting Yes es Sexual Yes es es es es es es es es ey Yes Yes Yes Yes Yes	Criminal penalties No	Other Yes	Mining Yes Metalwork Yes No No Physical No	Factories Yes Yes Heavy lifting Yes No Sexual No No Covil remedies No No	Construction Yes Other Yes Emotional No Criminal penalties Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Mining Yes Metalwork Yes N N Y Physical Yes Y Y Legislation Yes Yes	Factories Yes Yes Heavy lifting Yes es Sexual Yes es e	Criminal penalties No	Other Yes	Mining Yes Metalwork Yes No No Physical No	Factories Yes Yes Heavy lifting Yes No	Construction Yes Other Yes Emotional No Criminal penalties Yes	Other Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Mining Yes Metalwork Yes N N Physical Yes Y Y Y Y Y Legislation Yes Yes Y 18 Boys 18	Factories Yes Yes Heavy lifting Yes es Sexual Yes es Sexual Yes es e	Criminal penalties No	Other Yes	Mining Yes Metalwork Yes No No Physical No	Factories Yes Yes Heavy lifting Yes No	Construction Yes Other Yes Emotional No Criminal penalties Yes	Other Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Mining Yes Metalwork Yes N N Y Physical Yes Y Y Y Y Y Legislation Yes Yes Y N N N Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Factories Yes Heavy lifting Yes es Sexual Yes es e	Criminal penalties No	Other Yes	Mining Yes Metalwork Yes No Physical No	Factories Yes Yes Heavy lifting Yes No	Construction Yes Other Yes Emotional No Criminal penalties Yes	Other Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Mining Yes Metalwork Yes N N Y Physical Yes Y Y Y Legislation Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Factories Yes Yes Heavy lifting Yes Sexual Yes es Sexual Yes es e	Criminal penalties No	Other Yes	Mining Yes Metalwork Yes No No Physical No	Factories Yes Yes Heavy lifting Yes No	Construction Yes Other Yes Emotional No Criminal penalties Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect unmarried intimate partners? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage void or prohibited? 91. Is marital rape explicitly criminalized?	Mining Yes Metalwork Yes N N Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual Yes es Sexual Yes es e	Criminal penalties No	Other Yes	Mining Yes Metalwork Yes No No Physical No	Factories Yes Yes Heavy lifting Yes No	Construction Yes Other Yes Emotional No Criminal penalties Yes	Other Yes

		CROATIA		CZECH REPUBLIC
REGION		Europe & Central Asia		High income: OECD
INCOME GROUP		High income		High income
FEMALE POPULATION		2,192,467		5,334,852
FEMALE LABOR FORCE PARTICIPATION		58%		65%
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	N	lo		No
2. If yes, does it mention gender?		/A		I/A
3. Does the constitution contain a clause on equality?	Yı	es		No .
	Recognized	Invalid	Recognized	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas 6. What are the quotas for women on corporate boards?	No c	juota	No.	quota
7. What are the quotas for women in parliament?	No quota			quota
What are the quotas for women in local government?	No quota			quota
9. What are the quotas for women on candidate lists for parliament?	> 0		No (quota
10. What are the quotas for women on candidate lists for local government?	> 0		No (quota
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Υ	es	١	⁄es
23. Are wives required to obey their husbands?	N	lo	1	No
24. Must spouses jointly financially maintain the family?	Y	es	Y	'es
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?		community of property		community of property
26. Who administers marital property?	-	Both must agree		Both must agree
Protecting a wife's interests	N.	/A		1/A
27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?		/A es		I/A No
29. Does the law provide for valuation of nonmonetary contributions?		es		es es
Property rights	Married	Unmarried		Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Υ	es	Y	'es
32. Do female and male surviving spouses have equal inheritance rights?	Υ	es	١	⁄es
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	N	lo	1	No
34. Are personal law courts recognized?	١	lo	1	No
35. Is a woman's testimony afforded equal weight to that of a man?	Y	es	Y	'es
Judicial representation				
36. How many justices are on the constitutional court?		3		15
37. Of those, how many are women?		5		3
38. Is the Chief Justice a woman?	Y	es		No
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	A.	es		No
40. If yes, what is the maximum amount (%GNI/capita)?		8%		I/A
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	Ŋ	lo	<u> </u>	'es
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education		11.5	110	
43. Is childcare subsidized or publicly provided?	Υ	es	Y	'es
44. Is primary education free and compulsory?		es		es es
Financial support and care				
45. Does the government provide a child allowance to parents?	Y	es	Y	'es

No			CRO	ATIA			CZECH R	EPUBLIC	
A. Description and convent of yordin agencies (Postalizaçus)	BUILDING CREDIT								
Barballes Mariane Metalles Multilities Metalles Multilities Metalles Multilities Metalles Multilities Mult			10/				10/		
Marie Mari	47. Millimum Ioan amount covered by credit agencies (%GNI/capita)?		J 76			-	J 76 ,		
	48. Do the following provide information to credit agencies:			institutions				institutions	
March Marc	Discrimination		•	:			•		
Parentill Canapath Parentill Parenti				-				•	
Parental benefits Pare	·		103	103			140	103	
Second Content Seco			1	1 2					
St. Normal Control Such leaves 1986 N/A 1005 100				•			•		
St. New To Area per print 100% N/A Portal part 100% N/A	3 71		-				1	1	
100	1 11						1		
Month Feather Month Feather	1.7		-						
No.			•	•					
5.5 in paid parental leave is three a profit on that must be taken by the 0 0 0 0 0 0 0 0 0	54. Now much of such leave is unpute (adys):			133					
56. In path agreemant agent and that must be taken by the 0 0 0 0 0 0 0 0 0	55. In unpaid parental leave is there a portion that must be taken by the		-						
Workplace protections									
See 15 Des the bar markatic equal renumeration for work of equal value? 16 16 16 16 16 16 16 1		U	: 0			U			
Second S			los				los		
19.6 it in prohibited for prospective enrolly every to akt about family status? No We We We We We We We W									
Second content of the problem of the same way as men: Mean way as									
Members guaranteed an equivalent position after maternity leave? Ne									
Second Part									
More Mes									
Name New									
64. When can one retire and get full benefits?									
65. What is the mandatory retirement age?			•				•		
Make to the mandatory retirement age? N/A							-		
## Working hours and industry restrictions 67. Can women and men work the same night hours? 68. Can women and men dowt the same night hours? 68. Can women work in these types of jobs in the same way as men: Hazardous							-		
Formula man and mem work the same injob hours? Yes No No No No No No No N	, ,	N/A	N/A			N/A	N/A		
68. Can women and men do the same jobo? 69. Can women work in these types of jobs in the same way as men: Hazardous Morally inappropriate Arduous Hazardous Morally inappropriate Arduous No No No No No No No N									
69. Can women work in these types of jobs in the same way as men: Mazardous Morally inappropriate Arduous No Yes	·								
No Yes	68. Can women and men do the same jobs?		No				No		
70. Can women work in these occupations in the same way as men: Mining Factories Construction Other No Yes Yes No Yes	69. Can women work in these types of jobs in the same way as men:				}				Arduous Yes
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? N/A 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexu	· · · · · · · · · · · · · · · · · · ·	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
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Domestic violence Test Stever domestic violence legislation? Yes Yes N/A		Yes	Yes	Yes		Yes	No	Yes	
Domestic violence Test Stever domestic violence legislation? Yes Yes N/A	PROTECTING WOMEN FROM VIOLENCE								
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89. Is child marriage void or prohibited? Yes No 90. Is child marriage penalized? Yes No									
90. Is child marriage penalized? Yes No	·								
• •									
Marital rape	Marital rape								
91. Is marital rape explicitly criminalized? Yes No	<u> </u>	\	/ος			,	No.		
92. If not, can a wife or partner file a complaint? N/A Yes									
93. Are rape perpetrators exempt if they are married to the victim? No No									
94. Are rape perpetrators exempt if they marry the victim? No No No									

		DEN	MARK		DJIBOUTI
DECION					Middle East & North Africa
REGION INCOME GROUP			ome: OECD	_	Lower middle income
FEMALE POPULATION			income 40,857	_	441,157
FEMALE LABOR FORCE PARTICIPATION			6%	_	39%
		1	0 70		3970
CCESSING INSTITUTIONS				_	
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	N	lo			0
!. If yes, does it mention gender?		/A			/A
B. Does the constitution contain a clause on equality?		lo		Y	
	Recognized	Invalid		Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Yes	Yes
i. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Yes	Yes
Quotas					
. What are the quotas for women on corporate boards?	No o	juota		No c	uota
. What are the quotas for women in parliament?	No quota		10	1%	
3. What are the quotas for women in local government?	No quota		No c		
What are the quotas for women on candidate lists for parliament?	No quota No quota		No o		
What are the quotas for women on candidate lists for local government?					uota
Rights of married and unmarried women	Married	Unmarried			Unmarried
Can a woman apply for a passport in the same way as a man? Can a woman apply for a national ID card in the same way as a man?	Yes N/A	Yes N/A		Yes Yes	Yes Yes
3. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes
4. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes
5. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes
6. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes
7. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes
Can a woman open a bank account in the same way as a man? Gan a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes
O. Can a woman confer citizenship to children in the same way as a man? O. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes
Can a woman be "head of household" in the same way as a man?	N/A	N/A		No	Yes
Division of responsibility within marriage					
2. Do spouses have equal rights to convey citizenship?	Υ	es		Y	25
3. Are wives required to obey their husbands?	N	lo		Y	25
4. Must spouses jointly financially maintain the family?	Y	es		N	0
ISING PROPERTY					
Marital property regime					
25. What is the default marital property regime?	Deferred	community o	f property	Sep	aration of property
6. Who administers marital property?		Original owne	er		Original owner
Protecting a wife's interests					
17. If the husband administers property, is spousal consent required for major transactions?		/A			/A
18. Are there special provisions governing the marital home?		es		_	0
19. Does the law provide for valuation of nonmonetary contributions?	Y	es		_	0
Property rights	Married	Unmarried			Unmarried
O. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes
nheritance rights				_	
1. Do sons and daughters have equal inheritance rights?		es		_	0
Do female and male surviving spouses have equal inheritance rights?	Y	es		N	0
DING TO COURT					
quality of access					
3. Are customary law courts recognized?		lo			0
4. Are personal law courts recognized?		lo		Y	
5. Is a woman's testimony afforded equal weight to that of a man?	Y	es		Y	25
dudicial representation		C			2
6. How many justices are on the constitutional court?		6			2
7. Of those, how many are women? 8. Is the Chief Justice a woman?		5 Io		_	0
	N	IU		N.	U
######################################	V	es			0
9. Is there a small claims court/fast track procedure? O. If yes, what is the maximum amount (%GNI/capita)?		es 1%		_	/A
				18	
ROVIDING INCENTIVES TO WORK					
Porconal income tay				N	0
	Λ.	lo .			
		lo			14/
1. Are childcare payments tax deductible?	Men	Women		Men	Women
1. Are childcare payments tax deductible? 2. Are there tax deductions or credits specific to men/women?					Women No
1. Are childcare payments tax deductible? 2. Are there tax deductions or credits specific to men/women? Childcare and education	Men No	Women No		Men No	No
1. Are childcare payments tax deductible? 2. Are there tax deductions or credits specific to men/women? Childcare and education 3. Is childcare subsidized or publicly provided?	Men No	Women No		Men No	No 25
1. Are childcare payments tax deductible? 2. Are there tax deductions or credits specific to men/women? Childcare and education 3. Is childcare subsidized or publicly provided? 4. Is primary education free and compulsory?	Men No	Women No		Men No	No 25
2. Are there tax deductions or credits specific to men/women? Childcare and education 3. Is childcare subsidized or publicly provided? 4. Is primary education free and compulsory? Financial support and care 5. Does the government provide a child allowance to parents?	Men No Y	Women No		Men No Yi	No 25

	DENMARK				DJIBOUTI			
BUILDING CREDIT								
Credit agencies	0	0/			0.7	120/		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			9/	'3%		
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	Microfinance institutions N/A		Retailers No	Utilities No	Microfinance institutions No	
Discrimination		! Status	Gender			! Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	Yes			No	No	
·			: 103			110		
GETTING A JOB		D. 1				B 1 1		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	126	14	224		98	3	N/A	
52. Who pays for such leave?	Gov	Gov	Gov		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	50%	50%	Partially paid		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	0		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections		•						
57. Does the law mandate equal remuneration for work of equal value?	Υ	'es			Y	'es		
58. Does the law mandate equal remainded on gender in hiring?		lo				es es		
59. Is it prohibited for prospective employers to ask about family status?		lo				Vo		
60. Is dismissal of pregnant workers prohibited?	Υ	'es			Υ	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Υ	'es			Υ	es/es		
62. Are nursing mothers entitled to nursing breaks?	N	lo			Y	es/es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			١	No		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	67	67			55	60		
65. When can one retire and get partial benefits?	67	67			55	60		
66. What is the mandatory retirement age?	N/A	N/A			60	60		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	\	/es			١	Yes		
68. Can women and men do the same jobs?		/es				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in:	appropriate	Arduous
os. Can women work in triese types of jobs in the same way as men.			appropriate				appropriate	
	Yes	١	√pς	Vρς	Vpc	V	′ρς	YAS
70. Can women work in these occupations in the same way as men:	Yes Mining		Yes Construction	Yes Other	Yes Mining	1	'es Construction	Yes Other
70. Can women work in these occupations in the same way as men:						1		
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining Yes	Factories	Construction Yes	Other	Mining Yes	Factories	Construction Yes	Other
	Mining Yes	Factories Yes	Construction Yes	Other	Mining Yes	Factories Yes	Construction Yes	Other
71. Can women work on these tasks in the same way as men:	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes es /A	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting Yes es /A es	Construction Yes Other Yes	Other Yes	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes Vo	Construction Yes Other Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Mining Yes Metalwork Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es /A es Sexual	Construction Yes Other Yes Emotional	Other Yes Economic	Mining Yes Metalwork Yes **Note: The content of th	Factories Yes Heavy lifting Yes Vo	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Mining Yes Metalwork Yes Yes Yes Yes No	Factories Yes Heavy lifting Yes es /A es Sexual No	Construction Yes Other Yes	Other Yes	Mining Yes Metalwork Yes Physical No	Factories Yes Heavy lifting Yes No No Sexual No	Construction Yes Other Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Mining Yes Metalwork Yes Yes Yes No Physical No	Factories Yes Heavy lifting Yes Ves Ses Sexual No	Construction Yes Other Yes Emotional	Other Yes Economic	Mining Yes Metalwork Yes Physical No	Factories Yes Heavy lifting Yes No No Sexual No	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Mining Yes Metalwork Yes Yes Yes No No Yes	Factories Yes Heavy lifting Yes Sessual No es	Construction Yes Other Yes Emotional	Other Yes Economic	Mining Yes Metalwork Yes Physical No	Factories Yes Heavy lifting Yes No No No Sexual No	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Mining Yes Metalwork Yes Yes Yes Yes No Yes	Factories Yes Heavy lifting Yes es Sexual No es lo	Construction Yes Other Yes Emotional	Other Yes Economic	Mining Yes Metalwork Yes Physical No	Factories Yes Heavy lifting Yes No	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual No es lo lo es	Construction Yes Other Yes Emotional	Other Yes Economic	Mining Yes Metalwork Yes Pes Physical No	Factories Yes Heavy lifting Yes No No No No Sexual No	Construction Yes Other Yes Emotional	Other Yes
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	DOMINICA		DOMINICAN REPUBLIC			
DECION				u u		
REGION NCOME GROUP			a & Caribbean Idle income			a & Caribbean Idle income
EMALE POPULATION						4,218
EMALE LABOR FORCE PARTICIPATION						5%
				30	J 70	
CCESSING INSTITUTIONS			_			
Constitutional rights Does the constitution contain a clause on nondiscrimination?	V	es			'es	
. If yes, does it mention gender?		es es			'es	
Does the constitution contain a clause on equality?		lo			'es	
. Dues the constitution contains a clause on equality.	Recognized	Invalid		Recognized		
I. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Duotas					,	
What are the quotas for women on corporate boards?	No o	juota		No (quota	
What are the quotas for women in parliament?	No c	uota		No (quota	
What are the quotas for women in local government?		uota		_	quota	
What are the quotas for women on candidate lists for parliament?	No o	juota		3:	3%	
D. What are the quotas for women on candidate lists for local government?	No c	juota		3:	3%	
ights of married and unmarried women	Married	Unmarried		Married	Unmarried	
1. Can a woman apply for a passport in the same way as a man?	No	Yes		Yes	Yes	
2. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A		Yes	Yes	
3. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
4. Can a woman travel outside her home in the same way as a man? 5. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
6. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
7. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
8. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
9. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
0. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
vivision of responsibility within marriage						
2. Do spouses have equal rights to convey citizenship?		es .		_	'es	
3. Are wives required to obey their husbands?		lo		_	lo ′	
44. Must spouses jointly financially maintain the family?	Ţ	es		,	'es	
SING PROPERTY				_		
Marital property regime	C			Destist		
5. What is the default marital property regime? 6. Who administers marital property?		aration of prop Original owner			community of p Both must agre	
		Original owner			botti must agre	96
Protecting a wife's interests 7. If the husband administers property, is spousal consent required for major transactions?	N	/A		Λ.	/A	
8. Are there special provisions governing the marital home?		lo			'es	
Does the law provide for valuation of nonmonetary contributions?		es		_	'es	
Property rights	Married	Unmarried			Unmarried	
Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
nheritance rights					:	
Do sons and daughters have equal inheritance rights?	Y	es		\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	'es	
2. Do female and male surviving spouses have equal inheritance rights?		es		_	'es	
DING TO COURT						
Equality of access						
3. Are customary law courts recognized?	N	lo		,	lo	
4. Are personal law courts recognized?		lo			lo	
5. Is a woman's testimony afforded equal weight to that of a man?		es			es es	
udicial representation						
6. How many justices are on the constitutional court?	2	5			13	
7. Of those, how many are women?		4			3	
8. Is the Chief Justice a woman?		es		_	lo	
fficiency of procedure						
9. Is there a small claims court/fast track procedure?	Y	es		Y	'es	
0. If yes, what is the maximum amount (%GNI/capita)?	52			_	%	
ROVIDING INCENTIVES TO WORK						
ersonal income tax						
1. Are childcare payments tax deductible?	N	lo		1	lo .	
	Men	Women		Men	Women	
2. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education	140	140		140	140	
3. Is childcare subsidized or publicly provided?	V	es			'es	
4. Is primary education free and compulsory?		es es			'es	
· · · · · · · · · · · · · · · · · · ·						
inancial support and care				_		
Financial support and care 5. Does the government provide a child allowance to parents?	N	lo		· ·	'es	

DOMINICA					DOMINICAN REPUBLIC				
DINI DING CREDIT		DOM	INICA		DO	JMINICAN	KEPUBL	C	
BUILDING CREDIT									
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	N	/A			0	1%			
47. Fillillinian found anount covered by credit agencies (Nam) capital).		:	Microfinance			:	Microfinance		
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions		
	N/A	N/A	N/A		Yes	Yes	No		
Discrimination 40 to discrimination		l Status	Gender			l Status	Gender		
49. Is discrimination in access to credit prohibited based on:		No	No			No	No		
GETTING A JOB		:	:			:	:		
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental		
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	No		
51. How much of such leave is paid (days)?	84	N/A	N/A		84	2	N/A		
52. Who pays for such leave?	Gov	N/A	N/A		Emp & Gov	Emp	N/A		
53. What % of wages are paid?	60%	N/A N/A	N/A N/A		100%	100%	N/A N/A		
54. How much of such leave is unpaid (days)?			IN/A				IN/A		
FF to consider a section is about a continuation that according to the continuation to the continuation of	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
Workplace protections		1-				i i			
57. Does the law mandate equal remuneration for work of equal value?		lo				Vo			
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				Vo			
59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited?		lo lo				lo 'es			
61. Are mothers quaranteed an equivalent position after maternity leave?		es es				'es			
62. Are nursing mothers entitled to nursing breaks?		lo				'es			
63. Are parents entitled to flexible/part-time schedules?		lo				Vo			
·									
Retirement & pensions 64. When can one retire and get full benefits?	Women 65	Men 65			Women 60	Men 60			
65. When can one retire and get rull benefits?	65	65			55	55			
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A			
	IV/A	IV/A			IV/A	11//			
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	/es			,	Yes			
68. Can women and men do the same jobs?		No No				res Yes			
·									
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous	•	appropriate	Arduou	
	Yes	-	/es	Yes Other	Yes Mining		es Construction	Yes Other	
70. Can warman work in those accumpations in the same way as mon-	Mining	- Factorios							
70. Can women work in these occupations in the same way as men:	Mining No	Factories No	Construction No		Yes	Yes		Yes	
		No	No	Yes	Yes	Yes	Yes	Yes	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	No	•	No		Yes		Yes	Yes	
71. Can women work on these tasks in the same way as men:	No Metalwork	No Heavy lifting	No Other		Yes Metalwork	Yes Heavy lifting	Yes Other	Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Metalwork	No Heavy lifting	No Other		Yes Metalwork	Yes Heavy lifting	Yes Other	Yes	
71. Can women work on these tasks in the same way as men: ROTECTING WOMEN FROM VIOLENCE Domestic violence	No Metalwork Yes	No Heavy lifting Yes	No Other		Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Metalwork Yes	No Heavy lifting Yes	No Other		Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	Yes	
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 22. Is there domestic violence legislation? 23. If not, are there aggravated penalties for offenses between spouses/family members? 24. Are there clear criminal penalties for domestic violence? 25. Does domestic violence legislation cover the following abuse: 26. Does domestic violence legislation protect family members? 27. Does domestic violence legislation protect former spouses? 28. Does domestic violence legislation protect tormer spouses? 28. Does domestic violence legislation protect unmarried intimate partners? 27. Do protection orders for domestic violence exist? 28. Do protection orders for domestic violence remove the perpetrator from the home? 28. Is there a specialized court/procedure for domestic violence? 28. Lis there a specialized court/procedure for domestic violence? 28. Sexual harassment 28. To protect against sexual harassment, do the following exist: 28. Lo the following exist concerning sexual harassment in employment: 28. Is there legislation on sexual harassment in education? 28. Is there legislation on sexual harassment in public places?	No Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes No No No No	No Heavy lifting Yes es Sexual Yes es es es es es No No lo	No Other No Emotional Yes Criminal penalties No	Yes	Yes Metalwork Yes N N Y Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes	Yes Heavy lifting Yes Yes Yes Yes Yes Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes Criminal penalties Yes	Econon	
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	No Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes es Sexual Yes es es es es es es No No lo lo Girls 18 es es es es es	No Other No Emotional Yes Criminal penalties No	Yes	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Yes Yes Yes Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes Criminal penalties Yes	Econom	

	ECUADOR			EGYPT, ARAB REP.		
REGION		Latin America & Caribbean		Middle East & North Africa		
INCOME GROUP		Upper middle income		Lower middle income		
FEMALE POPULATION		7,993,615		41,511,797		
FEMALE LABOR FORCE PARTICIPATION		58%		26%		
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?	Ye	25	`	/es		
2. If yes, does it mention gender?		25		/es		
3. Does the constitution contain a clause on equality?	Ye	es es		/es		
	Recognized	Invalid	Recognized			
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No		
Quotas 6. What are the quotas for women on corporate boards?	No q	unta	No	quota		
7. What are the quotas for women in parliament?	No q			0%		
8. What are the quotas for women in local government?	No q			5%		
9. What are the quotas for women on candidate lists for parliament?	50			quota		
10. What are the quotas for women on candidate lists for local government?	50	1%	No	quota		
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	Yes		
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	No Vo-	Yes		
13. Can a woman travel outside the country in the same way as a man?14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes	Yes No	Yes Yes		
14. Can a woman travel outside her nome in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes		
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes		
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes		
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes		
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes		
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes N/A	Yes N/A	Yes N/A	Yes N/A		
Division of responsibility within marriage	14/71	14/71	14/71	14/1		
22. Do spouses have equal rights to convey citizenship?	Y	25		No		
23. Are wives required to obey their husbands?	N	0	,	/es		
24. Must spouses jointly financially maintain the family?	Ye	es es		No		
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Partial o	community of property	Sep	paration of property		
26. Who administers marital property?		Other		Original owner		
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N,			I/A		
28. Are there special provisions governing the marital home?	N	25		No No		
29. Does the law provide for valuation of nonmonetary contributions?						
Property rights 30. Do men and women have equal ownership rights to property?	Married No	Unmarried Yes	Married Yes	Unmarried Yes		
Inheritance rights	110	103	103	103		
31. Do sons and daughters have equal inheritance rights?	V _i	25		No		
32. Do female and male surviving spouses have equal inheritance rights?		25		No		
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	Yr	25		No		
34. Are personal law courts recognized?		0		/es		
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	es	,	⁄es		
Judicial representation						
36. How many justices are on the constitutional court?	į)		11		
37. Of those, how many are women?		1		0		
38. Is the Chief Justice a woman?	N	0		No		
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?		es ov		/es		
40. If yes, what is the maximum amount (%GNI/capita)?	81	70	17	71%		
PROVIDING INCENTIVES TO WORK						
Personal income tax 41. Are childcare payments tax deductible?	N	0		No		
TI. Are chilacate payments tax deductible!				i		
42 Are there by deductions or credit	Men	Women	Men	Women		
42. Are there tax deductions or credits specific to men/women?	No	No	No	No		
Childcare and education 43. Is childcare subsidized or publicly provided?	V	25		/es		
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?		25		/es		
5 primary education nee and compaisory:	16					
Financial support and care						
Financial support and care 45. Does the government provide a child allowance to parents?	Ye	25		No		

	ECUADOR				EGYPT, ARAB REP.			
BUILDING CREDIT								
Credit agencies	0	0/				0/		
47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%	'nu a		0	% ,	·	
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	Microfinance institutions Yes		Retailers Yes	Utilities No	Microfinance institutions Yes	
Discrimination		Status	Gender			! Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
GETTING A JOB			•				•	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	No	
51. How much of such leave is paid (days)?	84	12	N/A		90	N/A	N/A	
52. Who pays for such leave?	Emp & Gov	Emp	N/A		Emp & Gov	N/A	N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	100%	100% 0	N/A N/A		100%	N/A N/A	N/A N/A	
34. How much of such leave is unipaid (days):	Mother	Father	: IV/A		Mother	Father	IN/A	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Y	es			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	N					lo		
59. Is it prohibited for prospective employers to ask about family status?	N					lo 		
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		es lo				es Io		
62. Are nursing mothers entitled to nursing breaks?		es				es es		
63. Are parents entitled to flexible/part-time schedules?	N					lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			60	60		
65. When can one retire and get partial benefits?	60	60			45	45		
66. What is the mandatory retirement age?	N/A	N/A			60	60		
Working hours and industry restrictions		,				,		
67. Can women and men work the same night hours?		'es				/es		
68. Can women and men do the same jobs?		No				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		nappropriate Yes	Arduous Yes	Hazardous No		appropriate No	Arduous No
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
,,,,,,,,,,,,,,,,,,,,,,	No	Yes	Yes	Yes	No	No	No	No
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting No	Other Yes		Metalwork No	Heavy lifting No	Other No	
PROTECTING WOMEN FROM VIOLENCE	163	110	, 163		110	110		
Domestic violence								
72. Is there domestic violence legislation?	Y	es es			N	lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N,	/A			N	lo		
74. Are there clear criminal penalties for domestic violence?		es es				lo		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes	Yes es	Yes	No	No	No Io	No	No
77. Does domestic violence legislation protect farmly members:		25				lo		
78. Does domestic violence legislation protect unmarried intimate partners?		es				lo		
79. Do protection orders for domestic violence exist?	Ye	es			N	lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?		es				lo		
81. Do protection orders for domestic violence prohibit contact?		es				lo		
82. Is there a specialized court/procedure for domestic violence?		es Civil	Criminal			lo Civil	Criminal	
Sexual harassment	Legislation	remedies	penalties		Legislation	remedies	penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes	Yes es	Yes		Yes	No es	Yes	
86. Is there legislation on sexual harassment in public places?		es es				'es		
Child and early marriage	Boys	Girls			Boys	Girls		
	18	18			18	18		
87. What is the legal age of marriage for.	10					lo		
88. Are there exceptions?	Ye	es						
88. Are there exceptions? 89. Is child marriage void or prohibited?	Ye Ye	es				es		
88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Ye Ye					es 'es		
88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yi Yi Yi	es es			Y	'es		
89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yi Yi Yi	es es			Y	es lo		
88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yi Yi Yi Yi N,	es es			Y N Y	'es		

	EL SALVADOR		/ADOR	EQUATORIAL GUINEA		
REGION		Latin America			Sub-Saha	
NCOME GROUP		Lower midd	lle income		High ir	ncome
EMALE POPULATION		3,361	,085		379.	
EMALE LABOR FORCE PARTICIPATION		519	%		82	%
CCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	No			Y	'es	
. If yes, does it mention gender?	N/A			Y	'es	
. Does the constitution contain a clause on equality?	Ye	25		Y	'es	
	Recognized	Invalid		Recognized	Invalid	
. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas						
What are the quotas for women on corporate boards?	No q				quota	
What are the quotas for women in parliament?	No q				quota	
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?	No q				quota quota	
What are the quotas for women on candidate lists for local government?	30				quota	
· · · · · · · · · · · · · · · · · · ·						
tights of married and unmarried women 1. Can a woman apply for a passport in the same way as a man?	Married Yes	Unmarried Yes		Married Yes	Unmarried Yes	
2. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes				
3. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
4. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
5. Can a woman get a job in the same way as a man? 6. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		Yes No	Yes Yes	
6. Can a woman sign a contract in the same way as a man? 7. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes		No Yes	Yes Yes	
8. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
9. Can a woman choose where to live in the same way as a man?	Yes	Yes		No	Yes	
D. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
ivision of responsibility within marriage						
2. Do spouses have equal rights to convey citizenship?		25		_	'es	
3. Are wives required to obey their husbands?	N			_	es .	
4. Must spouses jointly financially maintain the family?	Ye	25		Y	'es	
SING PROPERTY						
Marital property regime	2.6	11 6		D (1)		
5. What is the default marital property regime?		community of p	property	_	community of p	
6. Who administers marital property?		Original owner		Separat	e with spousal	consent
Protecting a wife's interests	A1	/A		NI NI	1/4	
7. If the husband administers property, is spousal consent required for major transactions? 8. Are there special provisions governing the marital home?	N,				/A lo	
9. Does the law provide for valuation of nonmonetary contributions?		25		_	es es	
·				Married	Unmarried	
roperty rights D. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes		No	Yes	
nheritance rights	103	103		110	: 103	
1. Do sons and daughters have equal inheritance rights?	Ve	25			'es	
2. Do female and male surviving spouses have equal inheritance rights?	Ye			_	'es	
DING TO COURT				- "	CJ	
iquality of access 3. Are customary law courts recognized?	N	0			lo	
s. Are customary law courts recognized? 4. Are personal law courts recognized?	N			_	lo	
4. Are personal law courts recognized? 5. Is a woman's testimony afforded equal weight to that of a man?		25		_	es es	
udicial representation	10			"		
6. How many justices are on the constitutional court?)			5	
7. Of those, how many are women?	(0	
8. Is the Chief Justice a woman?	N			_	lo .	
fficiency of procedure						
9. Is there a small claims court/fast track procedure?	Ye	25		N	lo .	
D. If yes, what is the maximum amount (%GNI/capita)?	654	4%		N	/A	
ROVIDING INCENTIVES TO WORK						
ersonal income tax						
1. Are childcare payments tax deductible?	N	0		N	lo	
	Men	Women		Men	Women	
2. Are there tax deductions or credits specific to men/women?	No	No		No	No	
hildcare and education						
B. Is childcare subsidized or publicly provided?	Ye	25		Y	'es	
4. Is primary education free and compulsory?	Ye			_	'es	
inancial support and care						
Financial support and care 5. Does the government provide a child allowance to parents?	Ye	25		N	lo	

		EL SAL	VADOR		Е	QUATORI <i>I</i>	AL GUINE	4
BUILDING CREDIT								
Credit agencies 47 Minimum Ioan amount squared by gradit agencies (N/CNII/spaits)?	0	%			0	1%		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	U	70			U	70	,	
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	No	Yes		No	No	No	
Discrimination 40 to discrimination in account of the state of the st		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No	No	
GETTING A JOB		:				:	:	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	84	3	N/A		84	3	N/A	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	Emp	N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	100%	100% 0	N/A N/A		75% 0	100%	N/A N/A	
54. How injuction such leave is unpaid (days)?		:	IN/A				IV/A	
CC to consider a section to the constraint of th	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		lo				'es		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo lo				lo lo		
59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited?		lo es				vo 'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				'es		
62. Are nursing mothers entitled to nursing breaks?		es				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				Vo		
Retirement & pensions 64. When can one retire and qet full benefits?	Women 55	Men 60			Women 60	Men 60		
65. When can one retire and get rain benefits?	55	60			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions						,		
67. Can women and men work the same night hours?	\	es/es			١	Yes		
68. Can women and men do the same jobs?		es/es				No		
•	Hazardous			Arduous	Hazardous			Andrion
69. Can women work in these types of jobs in the same way as men:	Yes		appropriate /es	Yes	Yes	•	appropriate es	Arduou: Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
			Yes		Yes	No	Yes	
	Yes	Yes						
PROTECTING WOMEN FROM VIOLENCE	Yes	Yes						
	Yes	Yes						
Domestic violence						No.		
Domestic violence 72. Is there domestic violence legislation?	Y	es				Vo		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Y. N	es /A			N	No.		
Domestic violence 72. Is there domestic violence legislation?	Y. N. Y.	es /A		Fronomic	1	lo lo	Emotional	Fconom
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Y N Y Physical	es /A es Sexual	Emotional	Economic Yes	Physical	lo Sexual	Emotional No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Y. N Y. Physical Yes	es /A es Sexual Yes		Economic Yes	Physical No	No Sexual	Emotional No	Econom No
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Y. N Y. Physical Yes	es //A es Sexual Yes es	Emotional		Physical No	lo Sexual		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Y. N Y. Physical Yes Y.	es /A es Sexual Yes	Emotional		Physical No	No No		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Y. N Y. Physical Yes Y. Y. Y. Y.	es //A es Sexual Yes es es es	Emotional		Physical No	No Sexual No No		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Y. N Y. Physical Yes Y. Y.	es /A es Sexual Yes es es es es	Emotional		Physical No	No Sexual No		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect ummarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Y, N Y, Physical Yes Y,	es /A es Sexual Yes es es es es es es	Emotional		Physical No	Sexual No		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Y. N. Y. Physical Yes Y.	es //A es Sexual Yes es es es es es es es	Emotional		Physical No	No Sexual No		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Y. N. Y. Physical Yes Y.	es Sexual Yes es Sexual Yes es Ses	Emotional Yes		Physical No	Sexual No	No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Y. N Y. Physical Yes Y. Y. Y. Y. Y. Y. Legislation	es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties		Physical No	Sexual No	No Criminal penalties	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Y. N Y. Physical Yes Y. Y. Y. Y. Y. Y. Legislation Yes	es Sexual Yes es Sexual Yes es Ses	Emotional Yes Criminal penalties Yes		Physical No	No Sexual No	Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes	es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties		Physical No	No N	No Criminal penalties	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes	es Sexual Yes es No No	Emotional Yes Criminal penalties Yes		Physical No No No No No No No No No Legislation No	No N	Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes	es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes Criminal penalties Yes		Physical No No No No No No No Legislation No	No N	Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	Yes	es Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties Yes		Physical No No No No No No No No No Legislation No No No No No No No	No Sexual No	Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	YYNN N Y YES YES YES YES YES YES YES YES YES Y	es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes Criminal penalties Yes		Physical No No No Legislation No No Boys 23	No N	Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Y.Y. N.Y. Physical Yes Y.Y. Y.Y. Y.Y. Legislation Yes	es Sexual Yes es Sexual Yes es es es es es es of Civil remedies No No es solo Girls 18	Emotional Yes Criminal penalties Yes		Physical No No No Legislation No No Boys 23	No N	Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	YY N Physical Yes Y: Yes Y: YY Y: Legislation Yes	es Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties Yes		Physical No No No No Legislation No No No Physical No No No No No Physical No No No No No No Physical No	No N	Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect ummarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	YY N Physical Yes Y: Yes Y: YY Y: Legislation Yes	es Sexual Yes Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes Criminal penalties Yes		Physical No No No No Legislation No No No Physical No No No No No Physical No No No No No No Physical No	No N	Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes	es Sexual Yes Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes Criminal penalties Yes		Physical No	No N	Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage void or prohibited? 91. Is marital rape explicitly criminalized?	Yes	es Sexual Yes es Sexual Yes es e	Emotional Yes Criminal penalties Yes		Physical No	No N	Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	YY N Yes Physical Yes Yes Y Y Y Y Y Legislation Yes Yes Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	es Sexual Yes es Sexual Yes es Ses	Emotional Yes Criminal penalties Yes		Physical No Physical No No No Legislation No No Boys 23 Y Y Y	No N	Criminal penalties No	Econom No

	ESTONIA		NIA	ETHIOPIA		
REGION		High incom	e: OECD		Sub-Saharan	Africa
INCOME GROUP		High inc	ome		Low incor	ne
FEMALE POPULATION		704,2	49		48,229,99	92
FEMALE LABOR FORCE PARTICIPATION		72%	5		81%	
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	Y	Yes		Y	25	
2. If yes, does it mention gender?	Y	Yes		Y	2S	
3. Does the constitution contain a clause on equality?	Y	Yes		Y	2S	
	Recognized	Invalid		Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Yes	Yes	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Yes	Yes	
Quotas						
6. What are the quotas for women on corporate boards?		quota		No c		
7. What are the quotas for women in parliament?		quota		No o		
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?		quota quota			uota uota	
What are the quotas for women on candidate lists for local government?		quota		No d		
Rights of married and unmarried women	Married	Unmarried			Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?		Yes		Y		
23. Are wives required to obey their husbands?		No			0	
24. Must spouses jointly financially maintain the family?	Y	Yes		Yı	25	
USING PROPERTY				_		
Marital property regime 25. What is the default marital property regime?	Dartial	community of pre	onorty.	Dartial	community of prop	orty
25. What is the default marital property regime? 26. Who administers marital property?		community of pro Both must agree	operty		community of prop Both must agree	erty
		both must agree		'	outi must agree	
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N.	V/A		N	/A	
28. Are there special provisions governing the marital home?		No			0	
29. Does the law provide for valuation of nonmonetary contributions?		Yes		Y		
Property rights	Married	Unmarried		Married	Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	Y	Yes		Y	2S	
32. Do female and male surviving spouses have equal inheritance rights?	Y	Yes		Y	2S	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	N	No		Y	25	
34. Are personal law courts recognized?	N	No		Y	2S	
35. Is a woman's testimony afforded equal weight to that of a man?	Υ	Yes		Y	25	
Judicial representation						
36. How many justices are on the constitutional court?		9			/A	
37. Of those, how many are women?		1			/A	
38. Is the Chief Justice a woman?	N	No		N	/A	
Efficiency of procedure		V		- 1/		
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?		Yes 4%			es 6%	
	14	-1 /U		40	770	
PROVIDING INCENTIVES TO WORK						
Personal income tax 41. Are childcare payments tax deductible?		No		N	n	
The amazara payments tax academics						
42 Are there tay deductions or credits specific to man humans?	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education 43 Is childcare subsidized or publicly provided?		Yes		. A	0	
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?		yes Yes			0	
		103		IN		
Financial support and care 45. Does the government provide a child allowance to parents?		Yes		, N	0	
46. Must employers provide leave to care for sick relatives?		Yes		N		
h shareh a same and a same and a same						

	ESTONIA				ETHIOPIA			
BUILDING CREDIT								
Credit agencies		10/				1/4		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	C	1%	,		IN	I/A		
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	Microfinance institutions N/A		Retailers N/A	Utilities N/A	Microfinance institutions N/A	
Discrimination		! Status	Gender			! Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No No	No			No No	No	
•		140	. 140			110	110	
GETTING A JOB						D. 1		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	140	10	435		90	N/A	N/A	
52. Who pays for such leave?	Gov	Gov	Gov		Emp	N/A	N/A	
53. What % of wages are paid?	100%	100%	Partially paid		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	590		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections		•						
57. Does the law mandate equal remuneration for work of equal value?	1	No			N	No		
58. Does the law mandate nondiscrimination based on gender in hiring?		'es				Vo.		
59. Is it prohibited for prospective employers to ask about family status?		'es			١	Vo.		
60. Is dismissal of pregnant workers prohibited?	Υ	'es			Y	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	'es			١	Vo.		
62. Are nursing mothers entitled to nursing breaks?	Υ	'es			1	Vo.		
63. Are parents entitled to flexible/part-time schedules?	1	No .			١	No .		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	63	63			60	60		
65. When can one retire and get partial benefits?	60	60			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	١	Yes			`	Yes		
68. Can women and men do the same jobs?	`	Yes				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
						1		
70 Comment of the comm	Yes		Yes	Yes	No		es	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Mining Yes	Factories Yes	Construction Yes		Mining No	Factories Yes	Construction No	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining Yes	Factories	Construction Yes	Other	Mining No	Factories	Construction No	Other
71. Can women work on these tasks in the same way as men:	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining No Metalwork	Factories Yes Heavy lifting	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining No Metalwork	Factories Yes Heavy lifting	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining No Metalwork No	Factories Yes Heavy lifting No	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining No Metalwork No	Factories Yes Heavy lifting No	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining No Metalwork No	Factories Yes Heavy lifting No Yes	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes lo fes	Construction Yes Other Yes	Other Yes	Mining No Metalwork No	Factories Yes Heavy lifting No es //A	Construction No Other No	Other Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Mining Yes Metalwork Yes N Yes	Yes Heavy lifting Yes Vo No Ses Sexual No	Construction Yes Other Yes	Other Yes	Mining No Metalwork No Y N Physical Yes	Factories Yes Heavy lifting No Yes Heavy lifting No Ses No Sexual No	Construction No Other No	Other Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Mining Yes Metalwork Yes Physical No	Yes Heavy lifting Yes lo lo es Sexual No lo	Construction Yes Other Yes Emotional	Other Yes	Mining No Metalwork No Y N N Physical Yes	Factories Yes Heavy lifting No es Sexual No Sexual No Sexual	Construction No Other No Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Mining Yes Metalwork Yes Physical No	Factories Yes Heavy lifting Yes No	Construction Yes Other Yes Emotional	Other Yes	Mining No Metalwork No Y N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Factories Yes Heavy lifting No Yes Heavy lifting No Yes No Yes No Sexual No Yes No Yes No Yes	Construction No Other No Emotional	Other Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Mining Yes Metalwork Yes N Physical No N Y Y Physical No Y Y Y Y Y Y Y Y Y Y Y Y Y	Factories Yes Heavy lifting Yes lo lo es Sexual No lo lo lo es ses Sexual Res	Construction Yes Other Yes Emotional	Other Yes	Mining No Metalwork No Y N Physical Yes Y N N N N N N N N N N N N	res No Sexual No Sexual No	Construction No Other No Emotional	Other Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Mining Yes Metalwork Yes Physical No No No No Legislation	Factories Yes Heavy lifting Yes No No No Civil remedies	Construction Yes Other Yes Emotional No Criminal penalties	Other Yes	Mining No Metalwork No Y N Physical Yes Y N Legislation	Factories Yes Heavy lifting No Yes Heavy lifting No Yes Yes Heavy lifting No Yes Heavy lifting No Yes Heavy lifting No Yes Heavy lifting No Sexual No Sexual No Sexual No Ges Ho	Construction No Other No Emotional Yes Criminal penalties	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Mining Yes Metalwork Yes N Yes No No Legislation Yes Yes	Factories Yes Heavy lifting Yes Hoo Ido Ido Ido Ido Ido Ido Ido Ido Ido I	Criminal penalties No	Other Yes	Mining No Metalwork No Y N N Physical Yes Y C C C C C C C C C C C C C C C C C C	Factories Yes Heavy lifting No Sexual No Sexual No Ces No Ces No	Construction No Other No Emotional Yes Criminal penalties Yes	Other Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Mining Yes Metalwork Yes Physical No No Legislation Yes Yes Yes No No No No No No No No No N	Factories Yes Heavy lifting Yes Heavy lifting Yes Sexual No Ho	Criminal penalties No	Other Yes	Mining No Metalwork No Physical Yes	Factories Yes Yes Heavy lifting No Sexual No Ses No Ses No Ses No No Ses No Ses No No No Ses Ses Ses Ses Ses	Construction No Other No Emotional Yes Criminal penalties Yes	Other Yes

		FIJI		FINLAND	
REGION		East Asia & Pacific		High income: OECD	
INCOME GROUP		Upper middle income		High income	
FEMALE POPULATION		435,616		2,778,257	
FEMALE LABOR FORCE PARTICIPATION		39%		73%	
ACCESSING INSTITUTIONS					
Constitutional rights					
Does the constitution contain a clause on nondiscrimination?	Y	es	1	lo .	
2. If yes, does it mention gender?	Y	es	N	/A	
3. Does the constitution contain a clause on equality?	Y	es	Y	'es	
	Recognized	Invalid	Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A	
Quotas					
6. What are the quotas for women on corporate boards?	No q			quota	
7. What are the quotas for women in parliament?	No q			quota	
8. What are the quotas for women in local government? 9. What are the quotas for women on capilidate lists for parliament?		uota		quota	
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No q	uota		quota	
Rights of married and unmarried women	Married	Unmarried		Unmarried	
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	
15. Can a woman get a job in the same way as a man?16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes	
17. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A	
Division of responsibility within marriage	V		,		
Do spouses have equal rights to convey citizenship? Are wives required to obey their husbands?	Y6 N	es		es Vo	
23. Are wives required to obey their hasbands? 24. Must spouses jointly financially maintain the family?		es es		vo 'és	
	- 10			C.	
USING PROPERTY					
Marital property regime 25. What is the default marital property regime?	Sen	aration of property	Deferred	I community of property	
26. Who administers marital property?		Original owner		Original owner	
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?	N	/A	N	/A	
28. Are there special provisions governing the marital home?	N'	lo	Υ	'es	
29. Does the law provide for valuation of nonmonetary contributions?	Y	es	Y	'es	
Property rights	Married	Unmarried	Married	Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes	
Inheritance rights					
31. Do sons and daughters have equal inheritance rights?		es		'es	
32. Do female and male surviving spouses have equal inheritance rights?	Ye	es	Y	'es	
GOING TO COURT					
Equality of access					
33. Are customary law courts recognized?		lo		lo .	
34. Are personal law courts recognized?		lo		lo .	
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	es	Y	'es	
Judicial representation		r		1/4	
36. How many justices are on the constitutional court? 37. Of those, how many are women?		1		/A /A	
38. Is the Chief Justice a woman?		10		/A	
Efficiency of procedure	IV	-	10		
39. Is there a small claims court/fast track procedure?	Y	es	1	No	
40. If yes, what is the maximum amount (%GNI/capita)?		9%		/A	
PROVIDING INCENTIVES TO WORK					
Personal income tax					
41. Are childcare payments tax deductible?	N.	lo	1	lo .	
	Men	Women	Men	Women	
42. Are there tax deductions or credits specific to men/women?	Yes	No	No	No	
Childcare and education					
43. Is childcare subsidized or publicly provided?	N	lo	Y	'es	
44. Is primary education free and compulsory?	N.	lo	١	'es	
Financial support and care					
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	N	lo	Y	'es	

	FIJI				FINLAND			
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
47. Millimum toan amount covered by credit agencies (%divi/capita):	U	70 -	·		U	70	· a	
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	Microfinance institutions Yes		Retailers No	Utilities No	Microfinance institutions N/A	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	Yes	
·			: 110				103	
GETTING A JOB	AR 1 11	B 1 11				D. 1	D 11	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity Yes	Parental Yes	
51. How much of such leave is paid (days)?	84	N/A	N/A		147	24	215	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	Gov	Gov	
53. What % of wages are paid?	100%	N/A	N/A		58%	58%	Partially paid	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	0	
3 i non mach of sach leafe is dispaid (days).	Mother	Father	: 14/1		Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
	14//1	14//			0	:		
Workplace protections 57. Door the law mandate equal remuneration for work of equal value?	V	es			V	es es		
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo				'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				10		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers quaranteed an equivalent position after maternity leave?		es				'es		
62. Are nursing mothers entitled to nursing breaks?		lo				lo		
63. Are parents entitled to flexible/part-time schedules?		lo				'es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	55			63	63		
65. When can one retire and get rain benefits?	55	55			63	63		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	14/1	,,,,			14/71	: 14/1		
67. Can women and men work the same night hours?	١	es/es			\	/es		
68. Can women and men do the same jobs?		Vo				/es		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous Yes		appropriate 'es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Other Yes		Metalwork Yes	Heavy lifting Yes	Other Yes	
<u> </u>								
PROTECTING WOMEN FROM VIOLENCE								
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes	Yes			Yes	Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes	Yes			Yes	Yes 'es		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Y	Yes es /A			Yes Y	Yes 'es /A		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Yes N	Yes es /A	Yes	Economic	Yes Y	Yes es /A		Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Y	Yes es /A		Economic Yes	Yes Y	Yes 'es /A	Yes	Economic No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Y N Physical Yes	Yes es /A lo Sexual	Yes Emotional		Yes Yes N Physical Yes	Yes es /A lo Sexual	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Yes N Physical Yes Yes	Yes Yes Yes Yes Yes	Yes Emotional		Yes Yes N Physical Yes Yes	Yes Yes Value of the second	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Yes N Physical Yes Yes	Yes es /A lo Sexual Yes es	Yes Emotional		Yes Yes N Physical Yes Yes	Yes Yes Ves Ves Ves No No Sexual No No	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Yes N Physical Yes Yes Yes	Yes es /A lo Sexual Yes es es	Yes Emotional		Yes Yes N Physical Yes Yes Yes	Yes es /A lo Sexual No es	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Yes N Physical Yes Yes Yes Yes	Yes es /A lo Sexual Yes es es es	Yes Emotional		Yes Yes N Physical Yes Yes Yes	Yes es //A lo Sexual No es lo es	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Yes N Physical Yes Yes Yes Yes Yes	Yes es //A lo Sexual Yes es es es	Yes Emotional		Yes Yes N Physical Yes Yes Yes Yes	Yes es /A lo Sexual No es lo es es	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Yes N Physical Yes Y Y Y Y Y Y Y Y	Yes es //A //a //o //o Sexual Yes es es es es es	Yes Emotional		Yes Yes N Physical Yes Yes Yes Yes Yes	Yes Yes Value of the second	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Yes N Physical Yes Y Y Y Y Y Y Y Y	Yes es /A lo Sexual Yes es es es es es es es es e	Yes Emotional		Yes Yes N Physical Yes Yes Yes Yes Yes	Yes es //A lo Sexual No es s lo es s es s es s es s es s	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Yes N Physical Yes Y Y Y Y Y Y Y	Yes es //A lo Sexual Yes es es es es es es es Civil	Yes Emotional Yes Criminal		Yes Yes N Physical Yes Yes Yes Yes Yes Yes Yes	Yes es //A lo Sexual No es solo lo es ses es	Yes Emotional Yes Criminal	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Yes N Physical Yes Yes Y Y Y Legislation	Yes es //A lo Sexual Yes es ses es es es control civil remedies	Yes Emotional Yes Criminal penalties		Yes Yes N Physical Yes Yes Y Y Y Legislation	Yes es //A lo Sexual No es s lo Civil remedies	Yes Emotional Yes Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes	Yes es //A lo Sexual Yes es es es es es es crivil remedies Yes	Emotional Yes Criminal penalties No		Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes	Yes Yes Value Sexual No Sexual No Ses Civil remedies Yes	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect married intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes	Yes es /A lo Sexual Yes es es es es es es yes yes	Emotional Yes Criminal penalties No		Yes Yes N Physical Yes Yes Y Y Y Y Legislation Yes Yes Yes	Yes es /A lo Sexual No es lo lo es crimination Civil remedies Yes Yes	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect married intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes	Yes es /A lo Sexual Yes es es es es es es es es es	Emotional Yes Criminal penalties No		Yes Yes N Physical Yes Yes Y Y Y Y Legislation Yes Yes Yes	Yes es /A lo Sexual No es lo es civil remedies Yes Yes es	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect married intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes Yes	Yes es /A lo Sexual Yes es es es es es yes es es es	Emotional Yes Criminal penalties No		Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes Yes	Yes es /A lo Sexual No es lo es ctivil remedies Yes Yes Yes	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence remove the perpetrator from the home? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes N Physical Yes Yes Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes	Yes Pes Yes Sexual Yes Pes Pes Pes Yes Yes Yes Girls Yes	Emotional Yes Criminal penalties No		Yes Yes N Physical Yes Yes Y Y Y Y Legislation Yes Yes Yes Yes Yes N N N N N N N N N N N N N	Yes es //A lo Sexual No es es lo lo es	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes Physical Yes Yes Y Y Y Legislation Yes Yes Yes Yes Yes Yes N N N N N N N N N N N N N	Yes es //A lo Sexual Yes es ses es ses es ses es ses es final Girls 18	Emotional Yes Criminal penalties No		Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes Ye	Yes es //A lo Sexual No es lo es cy Civil remedies Yes Yes es es final	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes Yes Yes Yes N N N	Yes es //A lo Sexual Yes es s final Civil remedies Yes Yes Yes Temedies Yes 18	Emotional Yes Criminal penalties No		Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes Y N Boys 18	Yes es //A lo Sexual No es s es es es es es es es es fivil remedies Yes Yes Yes 18	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes Yes Yes Yes N N N	Yes es //A lo Sexual Yes es e	Emotional Yes Criminal penalties No		Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes Y N Boys 18	Yes es //A lo Sexual No es e	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes Yes Y Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes es //A lo Sexual Yes es e	Emotional Yes Criminal penalties No		Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes Yes N Boys 18	Yes es //A lo Sexual No es e	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes Ye	Yes es /A lo Sexual Yes es es es es es es es es e	Emotional Yes Criminal penalties No		Yes Yes N Physical Yes Yes Y Y Y Y Legislation Yes Yes Yes N N N N N	Yes es //A lo Sexual No es s lo lo ces s es lo	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 99. Is child marriage void or prohibited? 90. Is child marriage explicitly criminalized?	Yes Yes N Physical Yes Yes Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes Ye	Yes es //A lo Sexual Yes es e	Emotional Yes Criminal penalties No		Yes Yes N Physical Yes Yes Y Y Y Y Legislation Yes Yes Yes N N N N N N N N N N N N N	yes es //A lo Sexual No es	Yes Emotional Yes Criminal penalties Yes	Economic

	FDANCE		GABON			
	FRANCE High income: OECD					
REGION					Sub-Saharan Africa	
INCOME GROUP			income		Upper middle income	
FEMALE POPULATION			35,260		850,885	
FEMALE LABOR FORCE PARTICIPATION		6	7%		58%	
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?	No		١	No.		
2. If yes, does it mention gender?	N/A		N/A			
3. Does the constitution contain a clause on equality?	Ye	2S		Y	'és	
	Recognized	Invalid		Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas						
5. What are the quotas for women on corporate boards?	20	1%		No o	quota	
7. What are the quotas for women in parliament?	No q	uota		No o	quota	
B. What are the quotas for women in local government?	No q	uota		No o	quota	
What are the quotas for women on candidate lists for parliament?	50%		No o	quota		
0. What are the quotas for women on candidate lists for local government?	50	1%		No o	quota	
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		No	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
3. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		No Yes	Yes Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		No	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		No	Yes	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?	Ye	es		Y	'es	
23. Are wives required to obey their husbands?	N	0		Yes		
24. Must spouses jointly financially maintain the family?	Ye	es		Υ	'es	
ISING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Partial o	community of	property		Other	
26. Who administers marital property?	Е	Both must agre	ee		Other	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N,	/A		N	/A	
28. Are there special provisions governing the marital home?	Ye	2S		Y	'es	
29. Does the law provide for valuation of nonmonetary contributions?	Ye	2S		1	lo .	
Property rights	Married	Unmarried		Married	Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes		No	Yes	
nheritance rights						
31. Do sons and daughters have equal inheritance rights?	Ye	2S		Y	'es	
82. Do female and male surviving spouses have equal inheritance rights?		25		_	'es	
OING TO COURT						
Equality of access 33. Are customary law courts recognized?	N	n			lo	
33. Are customary law courts recognized? 34. Are personal law courts recognized?		0			NO NO	
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?		2S			vo 'és	
, , , ,	Ye	-3		Y	C3	
Judicial representation	_4	0			9	
36. How many justices are on the constitutional court? 37. Of those, how many are women?		<u>0</u> 3			4	
88. Is the Chief Justice a woman?		0			es	
	IN	U		1	C	
Efficiency of procedure 19. Is there a small claims court/fast track procedure?	W	2S			lo .	
19. If yes, what is the maximum amount (%GNI/capita)?	12			_	/A	
	12	70		IN.	gri.	
ROVIDING INCENTIVES TO WORK				_		
Personal income tax					I-	
11. Are childcare payments tax deductible?	Ye	2S		ı	lo	
	Men	Women		Men	Women	
12. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education						
13. Is childcare subsidized or publicly provided?	Ye	es es		Υ	'es	
14. Is primary education free and compulsory?	Ye	es es		Y	es es	
Financial support and care						
mancial support and care						
45. Does the government provide a child allowance to parents?	Ye	es		Y	'es	

	FRANCE				GABON			
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%		
47. Pililillium Ioan amount covered by credit agencies (%GNI/Capita):	U	70	·		U	,	· a	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions N/A		Retailers No	Utilities No	Microfinance institutions No	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		es	Yes			No	No	
·			. 103					
GETTING A JOB			1 2					
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	112	11	0		98	N/A	N/A	
52. Who pays for such leave?	Gov	Gov	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	73%	73%	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	1025		0	N/A	N/A	
3 in total material sate reare is anputa (adjay).	Mother	Father	. 1023		Mother	Father	,,,,	
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	14/11	11//1			14/71	: 14//1		
Workplace protections E7. Door the law mandate equal remuneration for work of equal value?	V	'es				i Vo		
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		'es				NO NO		
59. Is it prohibited for prospective employers to ask about family status?		10				NO No		
60. Is dismissal of pregnant workers prohibited?		es es				es		
61. Are mothers quaranteed an equivalent position after maternity leave?		'es				'es		
62. Are nursing mothers entitled to nursing breaks?		'es				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				Vo		
	Women	Men			Women	Men		
Retirement & pensions 64. When can one retire and get full benefits?	67	67			57	57		
65. When can one retire and get rain benefits?	62	62			57	57		
66. What is the mandatory retirement age?	70	70			57	57		
	70	70			31	31		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	/es			,	Yes		
68. Can women and men do the same jobs?		No No				No No		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate Yes	Arduous Yes	Hazardous Yes		appropriate es	Arduous Yes
				Other	Mining			Other
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction		PHHIIII	: ractories	Construction	
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Yes	Yes	Yes	No	Yes	Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes		Yes		Yes	-	Yes	
	Yes	Yes	Yes		Yes	No	Yes	
	Yes Metalwork	Yes Heavy lifting	Yes Other		Yes Metalwork	No Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Metalwork	Yes Heavy lifting	Yes Other		Yes Metalwork	No Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Metalwork Yes	Yes Heavy lifting No	Yes Other		Yes Metalwork Yes	No Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Metalwork Yes	Yes Heavy lifting No	Yes Other		Yes Metalwork Yes	No Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Metalwork Yes	Yes Heavy lifting No es	Yes Other		Yes Metalwork Yes	No Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Metalwork Yes Yes	Yes Heavy lifting No Res A A A B B B B B B B B B B	Yes Other Yes	Yes	Yes Metalwork Yes	No Heavy lifting Yes lo	Yes Other Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Metalwork Yes Yes Yes Physical	Yes Heavy lifting No es /A es Sexual	Yes Other Yes Emotional	Yes	Yes Metalwork Yes N Physical	No Heavy lifting Yes No No Sexual	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Metalwork Yes Yes Yes Physical Yes	Yes Heavy lifting No es /A es Sexual Yes	Yes Other Yes	Yes	Yes Metalwork Yes No	No Heavy lifting Yes No No Sexual No	Yes Other Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Metalwork Yes Yes N Physical Yes Yes	Yes Heavy lifting No es /A es Sexual Yes es	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Physical No	No Heavy lifting Yes No No Sexual No	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Metalwork Yes Yes Yes Physical Yes Yes	Yes Heavy lifting No No es /A es Sexual Yes es es	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Physical No	No Heavy lifting Yes No	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes	Yes Heavy lifting No No Session Yes es Sexual Yes es es	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Physical No	No Heavy lifting Yes No No No Sexual No	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes	Yes Heavy lifting No es Sexual Yes es es Sexual Yes es es	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Physical No	No Heavy lifting Yes No	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Metalwork Yes Yes N N Physical Yes Yes Yes Yes	Yes Heavy lifting No es Sexual Yes es es es es es	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Physical No	No Heavy lifting Yes No	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Metalwork Yes Yes N N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting No Pes Sexual Yes Pes Ses Sexual Yes Pes Ses Pes Pes Pes Pes Pes Pes Pes Pes Pes P	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Physical No	No Heavy lifting Yes No	Yes Other Yes Emotional	Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Metalwork Yes Yes N N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting No es Sexual Yes es e	Yes Other Yes Emotional Yes Criminal	Yes	Yes Metalwork Yes Physical No	No Heavy lifting Yes No	Yes Other Yes Emotional No Criminal	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Metalwork Yes Yes Yes Physical Yes Y Y Y Y Legislation	Yes Heavy lifting No es Sexual Yes es	Yes Other Yes Emotional Yes Criminal penalties	Yes	Yes Metalwork Yes Physical No Legislation	No Heavy lifting Yes No	Yes Other Yes Emotional No Criminal penalties	Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting No es Sexual Yes es e	Yes Other Yes Emotional Yes Criminal	Yes	Yes Metalwork Yes Physical No	No Heavy lifting Yes No	Yes Other Yes Emotional No Criminal	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting No Pes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Yes Metalwork Yes Physical No Physical No Legislation No	No Heavy lifting Yes No	Yes Other Yes Emotional No Criminal penalties No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting No es Sexual Yes es es es es es es No No No	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Yes Metalwork Yes Physical No Physical No No No No No No No Legislation No No	No Heavy lifting Yes No	Yes Other Yes Emotional No Criminal penalties No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting No No Sexual Yes es Sexual Yes es es es No No No No	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Yes Metalwork Yes Physical No Physical No No No No No No No Legislation No No	No Heavy lifting Yes No	Yes Other Yes Emotional No Criminal penalties No	Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting No Pes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Yes Metalwork Yes Physical No Physical No No No Boys 21	No Heavy lifting Yes No	Yes Other Yes Emotional No Criminal penalties No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Metalwork Yes N N Y Physical Yes Y Y Y Y Y Legislation Yes Yes N N Boys 18	Yes Heavy lifting No Pes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Yes Metalwork Yes Physical No Physical No No No Boys 21	No Heavy lifting Yes No	Yes Other Yes Emotional No Criminal penalties No	Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting No es Sexual Yes es e	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Yes Metalwork Yes Physical No Physical No No No Boys 21 Y	No Heavy lifting Yes No	Yes Other Yes Emotional No Criminal penalties No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes No Boys 18 Yes	Yes Heavy lifting No Sexual Yes es Sexual Yes es e	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Yes Metalwork Yes Physical No	No Heavy lifting Yes No	Yes Other Yes Emotional No Criminal penalties No	Yes
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GEORGIA			GERMANY		
REGION		Europe & Central Asia		High income: OECD	
INCOME GROUP		Lower middle income		High income	
FEMALE POPULATION		2,380,984		41,167,323	
FEMALE LABOR FORCE PARTICIPATION		61%		72%	
ACCESSING INSTITUTIONS		0170		1 L 10	
Constitutional rights					
Does the constitution contain a clause on nondiscrimination?	N	0		No	
2. If yes, does it mention gender?	N			I/A	
B. Does the constitution contain a clause on equality?		es	١	/es	
	Recognized	Invalid	Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A	
Quotas					
6. What are the quotas for women on corporate boards?	No c	uota	3	0%	
7. What are the quotas for women in parliament?		uota		quota	
3. What are the quotas for women in local government?		uota		quota	
D. What are the quotas for women on candidate lists for parliament?		uota		quota	
10. What are the quotas for women on candidate lists for local government?	No c			quota .	
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Yes	Unmarried Yes	Married Yes	Unmarried Yes	
11. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	
4. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes	
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes	
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes	
11. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A	
Division of responsibility within marriage				•	
22. Do spouses have equal rights to convey citizenship?	Y	es	١	⁄es	
23. Are wives required to obey their husbands?	N	lo	ı	No	
24. Must spouses jointly financially maintain the family?	Y	es	١	/es	
ISING PROPERTY					
Marital property regime					
25. What is the default marital property regime?	Partial o	community of property	Deferred	d community of property	
26. Who administers marital property?	E	Both must agree	Separa	te with spousal consent	
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?	N,	/A	N	I/A	
28. Are there special provisions governing the marital home?		lo		No	
29. Does the law provide for valuation of nonmonetary contributions?	Y	es	١	/es	
Property rights	Married	Unmarried	Married	Unmarried	
10. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes	
nheritance rights					
11. Do sons and daughters have equal inheritance rights?		es		/es	
2. Do female and male surviving spouses have equal inheritance rights?	Yı	es)	/es	
OING TO COURT					
Equality of access					
33. Are customary law courts recognized?		lo		No	
34. Are personal law courts recognized?		lo		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Y	es)	/es	
Judicial representation					
36. How many justices are on the constitutional court?		9		16	
27. Of those, how many are women?		3		5	
18. Is the Chief Justice a woman?	N	0		No	
Efficiency of procedure	W	or.		los.	
19. Is there a small claims court/fast track procedure? 10. If yes, what is the maximum amount (%GNI/capita)?		es %		/es 2%	
	31			-70	
ROVIDING INCENTIVES TO WORK			_		
Personal income tax 1. Are childcare payments tax deductible?	N.	10		/es	
т. ліс співосяте раўтіенто ках вевискіліе:					
D. And the second of the second secon	Men	Women	Men	Women	
12. Are there tax deductions or credits specific to men/women?	No	No	No	No	
Childcare and education				,	
13. Is childcare subsidized or publicly provided?		es		/es	
14. Is primary education free and compulsory?	Y	es	\	⁄es	
Financial support and care				⁄es	
35 Doos the government provide a child allowance tot-2					
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	N	10		/es	

	GEORGIA				GERMANY			
BUILDING CREDIT								
Credit agencies	0	0/				0/		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	U	%			Ü	%	,	
48. Do the following provide information to credit agencies:	Retailers No	Utilities Yes	Microfinance institutions Yes		Retailers Yes	Utilities Yes	Microfinance institutions N/A	
Discrimination		! Status	Gender			: ICS	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	Yes	
·							103	
GETTING A JOB		D. 1				D. 1	D 11	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental Yes	
51. How much of such leave is paid (days)?	183	N/A	N/A		98	N/A	360	
52. Who pays for such leave?	Gov	N/A	N/A		Emp & Gov	N/A	Gov	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	547	N/A	N/A		0	N/A	679	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			60	60		
Workplace protections		•						
57. Does the law mandate equal remuneration for work of equal value?	N	lo			1	i lo		
58. Does the law mandate equal remained to have on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		lo				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				lo		
62. Are nursing mothers entitled to nursing breaks?	Y	'es			Y	'es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			Y	'es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	65			67	67		
65. When can one retire and get partial benefits?	60	65			63	63		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions						•		
67. Can women and men work the same night hours?	1	/es			١	/es		
68. Can women and men do the same jobs?		/es				/es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in:	appropriate	Arduous
os. Can women work in trese types of jobs in the same way as men.	Yes		es	Yes	Yes		es es	Yes
70. Can women work in these occupations in the same way as men:	Mining	-	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
			Yes		Yes	Yes	Yes	
	Yes	Yes	103					
PROTECTING WOMEN FROM VIOLENCE	Yes	Yes	103				,	
	Yes	Yes	, 103				,	
Domestic violence			, 10		Y	'es		
Domestic violence 72. Is there domestic violence legislation?	Y	es	; 10			es /A		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y	es /A	, 10		N	/A		
Domestic violence 72. Is there domestic violence legislation?	Y N Y	es /A		Economic	N 1	/A lo		Economic
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Y N Y Physical	es /A es Sexual	Emotional	Economic Yes	N N Physical	/A lo Sexual	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Y N Y Physical Yes	es /A es Sexual Yes		Economic Yes	Physical Yes	/A lo Sexual No		Economic No
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Y N Y Physical Yes	es //A es Sexual Yes es	Emotional		Physical Yes	/A lo Sexual No es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Y N N Y Physical Yes Y	es //A es Sexual Yes es es es	Emotional		Physical Yes Y	/A lo Sexual No es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Y Physical Yes Yes Y Y	es //A es Sexual Yes es	Emotional		Physical Yes Yes	/A lo Sexual No es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Y N N Y Physical Yes Y Y Y Y	es /A es Sexual Yes es es es es	Emotional		Physical Yes Yes Y	/A lo Sexual No es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Yes Yes Y Yey Y Y Y Y	es /A es Sexual Yes es es es es es es	Emotional		Physical Yes Yes Ye Ye Ye Ye	/A lo Sexual No es lo es lo es es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Yes Yes Yes Yes Yes	es //A ees Sexual Yes es es es es es es es es es	Emotional		Physical Yes Yes Y Yes Y Y Y Y	/A lo Sexual No es lo es es es es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Yes Yes Yes Yes Yes	es Sexual Yes Ses	Emotional		Physical Yes Yes Y Yes Y Y Y Y	/A lo Sexual No es lo es es es es es es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Yes Yes Y Y Y Y Y Y Y Y Y Y	es Sexual Yes es Sexual Yes es Ges	Emotional Yes Criminal		Physical Yes Yes Yes Y Y Y Y Y	/A lo Sexual No es lo lo es es es es es es Civil	Emotional Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Yes Yes Y Yes Y Y Y Y Legislation	es Sexual Yes Yes es Civil remedies	Emotional Yes Criminal penalties		Physical Yes Yes Yes Y Y Y Y Y Legislation	/A lo Sexual No es lo es es es es ec civil remedies	Emotional Yes Criminal penalties	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 80. Does domestic violence legislation protect unmarried intimate partners? 91. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Yes Yes Yes Yes Yes Yes Yes	es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes Criminal penalties No		Physical Yes	/A lo Sexual No es lo	Emotional Yes Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Yes Yes Yes Yes Yes Yes Yes	es //A es Sexual Yes es es es es es es es No No No	Emotional Yes Criminal penalties No		Physical Yes	/A lo Sexual No es lo lo es es es es es es Yes Yes Yes	Emotional Yes Criminal penalties No	
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Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Physical Yes Y Y Y Y Y Y Y Legislation Yes Yes	es Sexual Yes es Ses es es lo lo es Civil remedies No No lo	Emotional Yes Criminal penalties No		Physical Yes	/A lo Sexual No es lo	Emotional Yes Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Physical Yes Yes Y Y Y Y Y Legislation Yes Yes N Boys 18	es //A es Sexual Yes es es es es es es No	Emotional Yes Criminal penalties No		Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes Negislation Yes Yes Negislation Negislation Negislation Negislation Negislation	/A lo Sexual No es lo lo es cy es es es yes yes lo lo lo Girls	Emotional Yes Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Physical Yes Yes Y Y Y Y Y V Legislation Yes Yes N N Boys 18	es Sexual Yes es Sexual Yes es Ses es Ses No No No Io Io Io Io Io Ii	Emotional Yes Criminal penalties No		Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes No Manager Yes No Manager No Man	/A lo Sexual No es lo lo lo es es es es es fix Civil remedies Yes Yes lo lo lo Girls 18	Emotional Yes Criminal penalties No	
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Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical Yes Yes Y Y Y Y Y Y N N Legislation Yes Yes N N Boys 18	es Sexual Yes Sexual Yes es Ses es es No No No Girls 18 es	Emotional Yes Criminal penalties No		Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes Negislation Yes Yes Negislation Yes Yes Negislation Yes Yes Yes Negislation Yes Yes Yes Yes Negislation Yes Yes Yes	/A lo Sexual No es ses es es es yes Yes Ves lo lo Girls 18 es	Emotional Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Physical Yes Yes Yes Yes Yes Yes Yes Yes No	es Sexual Yes Sexual Yes es Ses es es No No No Girls 18 es	Emotional Yes Criminal penalties No		Physical Yes	/A lo Sexual No es ses es es es yes Yes Ves lo lo Girls 18 es	Emotional Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Physical Yes Yes Y Y Y Y Y Legislation Yes Yes N N Boys 18 Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes Criminal penalties No		Physical Yes	/A lo Sexual No es ses lo lo lo Girls 18 es ses lo	Emotional Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marrital rape**	Physical Yes Yes Y Y Y Y Y Legislation Yes Yes N Boys 18 Y Y Y Y N	es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes Criminal penalties No		Physical Yes Yes Yes Yes Yes Yes Yes Yes No N	/A lo Sexual No es lo lo lo lo Girls 18 es es es es es lo	Emotional Yes Criminal penalties No	Economic No

GHANA		GREECE			
REGION		Sub-Saharan At		High income: OECD	
INCOME GROUP		Lower middle inc		High income	
FEMALE POPULATION		13,316,516		5,549,303	
EMALE LABOR FORCE PARTICIPATION		69%		59%	
CCESSING INSTITUTIONS					
Constitutional rights					
. Does the constitution contain a clause on nondiscrimination?	Y	es	N	No	
. If yes, does it mention gender?	Y	es	N/A		
. Does the constitution contain a clause on equality?	Y	es	Υ	'es	
	Recognized	Invalid	Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A	
. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A	
Quotas					
. What are the quotas for women on corporate boards?	No c	uota	No c	quota	
. What are the quotas for women in parliament?	No c	uota	No c	quota	
. What are the quotas for women in local government?	No c	uota	No c	quota	
. What are the quotas for women on candidate lists for parliament?		uota		3%	
0. What are the quotas for women on candidate lists for local government?	No o	uota	33	3%	
Rights of married and unmarried women	Married	Unmarried		Unmarried	
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	
2. Can a woman apply for a national ID card in the same way as a man? 3. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes	 Yes Yes	Yes Yes	
4. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	
5. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes	
6. Can a woman sign a contract in the same way as a man?	Yes	Yes	 Yes	Yes	
7. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	
8. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	
9. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	
O. Can a woman confer citizenship to children in the same way as a man? 1. Can a woman be "head of household" in the same way as a man?	Yes N/A	Yes N/A	Yes N/A	Yes N/A	
·	IV/A	N/A	IV/A	IV/A	
Division of responsibility within marriage 2. Do spouses have equal rights to convey citizenship?	N	lo	٧	'es	
3. Are wives required to obey their husbands?		lo		Vo .	
4. Must spouses jointly financially maintain the family?		es		'es	
SING PROPERTY					
Marital property regime 15. What is the default marital property regime?	Sen	aration of property	Sen	paration of property	
6. Who administers marital property?		Original owner		Original owner	
Protecting a wife's interests		<u> </u>		. J	
7. If the husband administers property, is spousal consent required for major transactions?	N	/A	N	I/A	
8. Are there special provisions governing the marital home?	N	lo	Ŋ	No	
9. Does the law provide for valuation of nonmonetary contributions?	N	lo	N	No	
Property rights	Married	Unmarried	Married	Unmarried	
0. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes	
nheritance rights					
1. Do sons and daughters have equal inheritance rights?	Y	es	Υ	'es	
2. Do female and male surviving spouses have equal inheritance rights?	Y	es	Y	'es	
DING TO COURT					
iquality of access					
3. Are customary law courts recognized?	Y	es	1	No	
4. Are personal law courts recognized?		lo		No	
5. Is a woman's testimony afforded equal weight to that of a man?	Y	es	Υ	'es	
udicial representation					
6. How many justices are on the constitutional court?	1	4	N	I/A	
7. Of those, how many are women?	!	5	N	I/A	
8. Is the Chief Justice a woman?	Y	es	N	I/A	
fficiency of procedure					
9. Is there a small claims court/fast track procedure?		lo		'es	
0. If yes, what is the maximum amount (%GNI/capita)?	N	/A	31	1%	
ROVIDING INCENTIVES TO WORK					
ersonal income tax					
1. Are childcare payments tax deductible?	٨	lo	N	No	
	Men	Women	Men	Women	
2. Are there tax deductions or credits specific to men/women?	No	No	 No	No	
Childcare and education					
3. Is childcare subsidized or publicly provided?	Y	es	Υ	'es	
4. Is primary education free and compulsory?	Y	es	Υ	es es	
inancial support and care					
			 V.	/	
5. Does the government provide a child allowance to parents?	N	lo	Y	'es	

	GHANA				GREECE			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions Yes		Retailers No	Utilities No	Microfinance institutions N/A	
Discrimination		•	:			•		
Discrimination 49. Is discrimination in access to credit prohibited based on:		l Status No	Gender No			I Status No	Gender Yes	
· · · · · · · · · · · · · · · · · · ·		10	140			140	103	
GETTING A JOB			1 2 2 2					
Parental benefits Co. Doos the law mondate the following types of leaves	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes 84	No N/A	No N/A		Yes 119	Yes 2	Yes 0	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	Emp	N/A N/A	N/A N/A		Gov	Emp	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	120	
34. How much of such leave is alipaid (days):		:	IV/A				120	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother 0	Father 0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	NA	N/A			IV/A	: 11/11		
Workplace protections 57 Door the law mandate equal componentian for work of equal value?		lo				'oc		
57. Does the law mandate equal remuneration for work of equal value?		lo lo				'es		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo lo				lo lo		
59. Is it prohibited for prospective employers to ask about family status?60. Is dismissal of pregnant workers prohibited?		es				vo 'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				'es		
62. Are nursing mothers entitled to nursing breaks?		es				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				'es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60 55	60 55			65 60	65 60		
65. When can one retire and get partial benefits?	N/A	N/A			N/A	N/A		
66. What is the mandatory retirement age?	IN/A	N/A			IN/A	: IN/A		
Working hours and industry restrictions	,	,			,	,		
67. Can women and men work the same night hours?		es .				Yes		
68. Can women and men do the same jobs?	`	es es			,	Yes		
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate ⁄es	Arduous Yes	Hazardous Yes		appropriate es	Arduous Yes
						1		Other
70. Can women work in these occupations in the same way as men.	Mining	: Factories	: Construction :		Mining	: Factories	: Construction :	
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining Yes	Yes	Construction Yes	Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes		Yes		Yes		Yes	
	Yes	Yes	Yes		Yes	Yes	Yes	
71. Can women work on these tasks in the same way as men:	Yes Metalwork	Yes Heavy lifting	Yes Other		Yes Metalwork	Yes Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Metalwork	Yes Heavy lifting	Yes Other		Yes Metalwork	Yes Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other		Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other		Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Metalwork Yes Yes	Yes Heavy lifting Yes	Yes Other		Yes Metalwork Yes Yes	Yes Heavy lifting Yes Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Metalwork Yes Yes	Yes Heavy lifting Yes es //A	Yes Other Yes	Yes	Yes Metalwork Yes Yes	Yes Heavy lifting Yes Yes Yes Yes Yes	Yes Other Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Metalwork Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes Yes Physical	Yes Heavy lifting Yes Yes es //A es Sexual	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Metalwork Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes	Yes Other Yes	Yes	Yes Metalwork Yes Yes Yes Physical Yes	Yes Heavy lifting Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Yes Yes Yes Yes Yes Sexual Yes Yes	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Metalwork Yes Yes Yes Physical Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes es	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es //A es Sexual Yes es es /es	Yes Other Yes Emotional	Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes N N Y Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes Yes Yes Yes Sexual Yes es	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es Sexual Yes es e	Yes Other Yes Emotional Yes	Yes	Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Yes Yes Yes Yes Yes Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes N N Y Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes Yes Yes Yes Sexual Yes es	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es Sexual Yes es Sexual Yes es Civil	Yes Other Yes Emotional Yes Criminal	Yes	Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Yes Yes Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes Criminal	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es Sexual Yes es Sexual Yes es Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal penalties	Yes	Yes Metalwork Yes Yes N N Y Physical Yes Yes Y Y Y Y Y Y Y Y Legislation Yes Yes	Yes Heavy lifting Yes Yes Yes Yes Yes Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes Criminal penalties	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal penalties No	Yes	Yes Metalwork Yes Yes N Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes Yes Yes Yes Yes Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es Sexual Yes es Sexual Yes es Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal penalties No	Yes	Yes Metalwork Yes Yes N Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes Yes Yes Yes Yes Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual	Yes Other Yes Emotional Yes Criminal penalties No	Yes	Yes Metalwork Yes Yes N Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes Yes Yes Yes Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes

	GRENADA		GUATEMALA		
REGION		Latin America & Caribbean		Latin America & Caribbean	
INCOME GROUP		Upper middle income		Lower middle income	
FEMALE POPULATION		53,026		8,121,898	
FEMALE LABOR FORCE PARTICIPATION				51%	
ACCESSING INSTITUTIONS					
Constitutional rights					
1. Does the constitution contain a clause on nondiscrimination?	Yr	es	1	lo	
2. If yes, does it mention gender?		es		/A	
3. Does the constitution contain a clause on equality?	N	lo	Y	es	
	Recognized	Invalid	Recognized		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A	
Quotas					
6. What are the quotas for women on corporate boards?	No q			quota	
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No quota No quota		_	quota	
9. What are the quotas for women on candidate lists for parliament?	No q		_	iuota	
What are the quotas for women on candidate lists for local government?		uota		juota	
Rights of married and unmarried women	Married	Unmarried		Unmarried	
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes	
15. Can a woman get a job in the same way as a man?16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A	
Division of responsibility within marriage	V	es	V	es	
22. Do spouses have equal rights to convey citizenship? 3. Are wives required to obey their husbands?	N	**	_	lo	
24. Must spouses jointly financially maintain the family?		es		es	
USING PROPERTY	.,				
Marital property regime 25. What is the default marital property regime?	Sen	aration of property	Partial	community of property	
26. Who administers marital property?		Original owner		Both must agree	
Protecting a wife's interests				J	
27. If the husband administers property, is spousal consent required for major transactions?	N	/A	N	/A	
28. Are there special provisions governing the marital home?	N'	lo	1	lo	
29. Does the law provide for valuation of nonmonetary contributions?	N	lo	Y	es	
Property rights	Married	Unmarried	Married	Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes	
Inheritance rights					
31. Do sons and daughters have equal inheritance rights?	Ye	es	Y	es	
32. Do female and male surviving spouses have equal inheritance rights?	Ye	es	Y	es	
GOING TO COURT					
Equality of access					
33. Are customary law courts recognized?		lo		lo	
34. Are personal law courts recognized?		lo		lo	
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	es	Y	es	
Judicial representation		г		r	
36. How many justices are on the constitutional court?		4		1	
37. Of those, how many are women? 38. Is the Chief Justice a woman?		es es		es es	
	TE				
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	Y	es	V	es	
40. If yes, what is the maximum amount (%GNI/capita)?		5%	_	5%	
PROVIDING INCENTIVES TO WORK					
Personal income tax					
41. Are childcare payments tax deductible?	N	lo	1	lo	
	Men	Women	Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No	No	No	
Childcare and education					
43. Is childcare subsidized or publicly provided?	Y	es	Y	es	
				es	
44. Is primary education free and compulsory?	Ye	es		CJ .	
44. Is primary education free and compulsory? Financial support and care	Y.	es			
		lo		lo	

	GRENADA				GUATEMALA			
BUILDING CREDIT								
Credit agencies		//				10/		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N,	/A	·		()% ,		
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	Microfinance institutions N/A		Retailers Yes	Utilities Yes	Microfinance institutions No	
Discrimination		Status	Gender			! I Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	90	N/A	N/A		84	2	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Emp & Gov	Emp	N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	88%	N/A N/A	N/A N/A		100%	100%	N/A N/A	
54. How much or such leave is unipaid (days):	Mother	Father	IN/A		Mother	Father	IV/A	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		es				Vo		
58. Does the law mandate nondiscrimination based on gender in hiring?	N					Vo .		
59. Is it prohibited for prospective employers to ask about family status?	N	lo es				lo 'es		
60. Is dismissal of pregnant workers prohibited? 61. Are mothers guaranteed an equivalent position after maternity leave?	Ye N					'es		
62. Are nursing mothers entitled to nursing breaks?	N					'es		
63. Are parents entitled to flexible/part-time schedules?	N					Vo.		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			62	62		
65. When can one retire and get partial benefits?	60	60			62	62		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions		/			,	/		
67. Can women and men work the same night hours? 68. Can women and men do the same jobs?		'es 'es				Yes No		
,								
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous Yes		ippropriate lo	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining Yes		Construction Yes	Other	Mining Yes	1	Construction Yes	
71. Can women work on these tasks in the same way as men:		Heavy lifting		Yes		Heavy lifting		162
7 The Call Home I Holl Coll Responsible College Roy Coll Resil	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Υ	es			\	'es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N.					I/A		
74. Are there clear criminal penalties for domestic violence?		lo				es es		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Econom
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?		es				'es		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?		es es				'es 'es		
79. Do protection orders for domestic violence exist?		-3				'es		
80. Do protection orders for domestic violence remove the perpetrator from the home?	10	es				/		
81. Do protection orders for domestic violence prohibit contact?		es es)	'es		
·	Ye Ye	es es			١	'es		
·	Ye Ye	es es	City I		١	'es 'es	Cin. 1	
82. Is there a specialized court/procedure for domestic violence?	Ye Ye	es es	Criminal penalties		١	'es 'es Civil	Criminal penalties	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yı Yı Yı	es es Civil	Criminal penalties)	'es 'es		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	You You Legislation No No	es es Civil remedies No	penalties		Legislation No	res Civil remedies No	penalties	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yi Yi Yi Legislation No No	es Civil remedies No No Oo	penalties No		Legislation No No	res Civil remedies No No	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	You You You Legislation No	ess ess ess Civil remedies No No No	penalties No		Legislation No No	res Civil remedies No No No	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Vi Yi Legislation No No No No	ess ess ess Civil remedies No No Oo	penalties No		Legislation No No Boys	es es Civil remedies No No No Girls	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Vi Yi Legislation No No No No No	cess cess civil remedies No No o o Girls 18	penalties No		Legislation No No I Boys 18	res Civil remedies No	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Vi Yi Legislation No No No No No	Civil remedies No No O O Girls 18	penalties No		Legislation No No So Boys 18	es es Civil remedies No No No Girls	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Vi Yi Legislation No No No No No No No No No No No No No	Civil remedies No No O O Girls 18	penalties No		Legislation No No I Boys 18	res Civil remedies No	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Vi Yi Legislation No No No No No No No No No No No No No	Civil remedies No No O O O O O O O O O O O O O O O O O	penalties No		Legislation No No I Boys 18	res (es (es (es (es (es (es (es (es (es (penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Vi Yi Legislation No No No No No No No No No No No No No	25 25 25 25 25 26 27 27 27 27 27 27 27 27 27 27 27 27 27	penalties No		Legislation No No So Boys 18	res res res remedies No No No Ro	penalties No	
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Vi Yi Legislation No No No No No No No No No No No No No	25 25 25 25 25 26 27 27 27 27 27 27 27 27 27 27 27 27 27	penalties No		Legislation No No No Boys 18	res res res remedies No No No Ro	penalties No	

		GUINEA		GUYANA
REGION		Sub-Saharan Africa		Latin America & Caribbean
INCOME GROUP		Low income		Lower middle income
FEMALE POPULATION		6,010,600		395,411
FEMALE LABOR FORCE PARTICIPATION		67%		45%
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	N	0	Y	es es
2. If yes, does it mention gender?	N,	/A	Y	'es
3. Does the constitution contain a clause on equality?	Ye	25	Y	'es
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No q			quota
7. What are the quotas for women in parliament?	No q			quota
What are the quotas for women in local government? What are the quotas for women on condidate lists for parliament?	30			quota 3%
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No q			quota
				Unmarried
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Yes	Unmarried Yes	Married Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?			Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?16. Can a woman sign a contract in the same way as a man?	No Yes	Yes Yes	Yes Yes	Yes Yes
17. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	No	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage	NI NI	_		d
22. Do spouses have equal rights to convey citizenship?	N N			/es Vo
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	Ye			NO NO
	10	-3	'	¥U
USING PROPERTY				
Marital property regime 25. What is the default marital property regime?	Sen	aration of property	Ser	paration of property
26. Who administers marital property?		Original owner	30,	Original owner
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N,	'A	N	I/A
28. Are there special provisions governing the marital home?	Ye	25	1	No
29. Does the law provide for valuation of nonmonetary contributions?	N	0	1	No
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Ye	25	Y	'es
32. Do female and male surviving spouses have equal inheritance rights?	N	0	Y	'es
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	N			No
34. Are personal law courts recognized?	N			No
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	25	Y	^r es
Judicial representation				.,
36. How many justices are on the constitutional court?	1			11
37. Of those, how many are women? 38. Is the Chief Justice a woman?	N			4 No
	IV	0		10
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	N	0	\ \	'es
40. If yes, what is the maximum amount (%GNI/capita)?	N,			5%
PROVIDING INCENTIVES TO WORK	,			
Personal income tax				
41. Are childcare payments tax deductible?	N	0	1	No
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	Yes	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	N	0	Y	'es
44. Is primary education free and compulsory?	N			′es
Financial support and care				
45. Does the government provide a child allowance to parents?	Ye	25	1	No

	GUINEA				GUYANA			
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			N	I/A		
47. Tillillindin loan amount covered by creat agencies (work) capitals:	10	:	Microfinance			:	Missofinance	
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	institutions N/A		Retailers N/A	Utilities N/A	Microfinance institutions N/A	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No	No	
GETTING A JOB			•				•	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	98	N/A	N/A		91	N/A	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		70%	N/A	N/A	
54. How much of such leave is unpaid (days)?	270	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections		•						
57. Does the law mandate equal remuneration for work of equal value?	Υ	'es			Υ	es es		
58. Does the law mandate condiscrimination based on gender in hiring?		'es				'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				'es		
60. Is dismissal of pregnant workers prohibited?	Y	'es			Υ	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Υ	'es			N	Vo.		
62. Are nursing mothers entitled to nursing breaks?	Y	'es			N	Vo		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	Vo.		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	55			60	60		
65. When can one retire and get partial benefits?	55	55			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions		•				•		
67. Can women and men work the same night hours?	\	/es			١	Yes		
68. Can women and men do the same jobs?		No				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in:	appropriate	Arduous
os. Can women work in these types of jobs in the same way as men.	No		Yes	Yes	Yes		es es	Yes
								103
70. Can women work in these occupations in the same way as men:								Other
70. Can women work in these occupations in the same way as men:	Mining No		Construction Yes	Other Yes	Mining Yes		Construction Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining No	Factories	Construction Yes	Other	Mining Yes	Factories	Construction Yes	
<u> </u>	Mining No	Factories Yes	Construction Yes	Other	Mining Yes	Factories No	Construction Yes	
71. Can women work on these tasks in the same way as men:	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories No Heavy lifting	Construction Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories No Heavy lifting	Construction Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining No Metalwork No	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories No Heavy lifting No	Construction Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining No Metalwork No	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories No Heavy lifting No	Construction Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Mining No Metalwork No	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes Yes	Factories No Heavy lifting No Yes //A	Construction Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining No Metalwork No	Factories Yes Heavy lifting Yes	Construction Yes Other No	Other Yes	Mining Yes Metalwork Yes Yes	No Heavy lifting No es //A	Construction Yes Other Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Mining No Metalwork No	Factories Yes Heavy lifting Yes lo lo Sexual	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Physical	Factories No Heavy lifting No es //A No Sexual	Construction Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Mining No Metalwork No No Physical No	Factories Yes Heavy lifting Yes lo lo Sexual No	Construction Yes Other No	Other Yes	Mining Yes Metalwork Yes Yes Yes N Physical Yes	Factories No Heavy lifting No Ves VA No Sexual No	Construction Yes Other Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Mining No Metalwork No	Factories Yes Heavy lifting Yes loo loo Sexual No	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes	Factories No Heavy lifting No Yes YA No Sexual No Fes	Construction Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Mining No Metalwork No Physical No No	Yes Heavy lifting Yes lo lo lo Sexual No	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes N N Physical Yes Yes	Pactories No Heavy lifting No es //A lo Sexual No es es Sexual	Construction Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Mining No Metalwork No Physical No	Factories Yes Heavy lifting Yes loo loo Sexual No	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Yes YA No Sexual No Ses	Construction Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Mining No Metalwork No No Physical No	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo lo	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes Yes	Pactories No Heavy lifting No es //A lo Sexual No es es Sexual	Construction Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Mining No Metalwork No Physical No	Factories Yes Heavy lifting Yes loo lo lo sexual No lo lo lo lo lo	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes	ractories No Heavy lifting No Yes V/A No Sexual No Yes Yes Yes Yes Yes Yes Yes Yes Yes Ye	Construction Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Mining No Metalwork No No Physical No	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo lo lo lo lo	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes N N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	ractories No Heavy lifting No Yes V/A No Sexual No Yes	Construction Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Mining No Metalwork No No Physical No	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo	Construction Yes Other No Emotional No Criminal	Other Yes	Mining Yes Metalwork Yes Yes N N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Factories No Heavy lifting No Sexual No es	Construction Yes Other Yes Emotional Yes Criminal	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Mining No Metalwork No No Physical No	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo	Construction Yes Other No Emotional No	Other Yes	Mining Yes Metalwork Yes Yes N N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Factories No Heavy lifting No Sexual No Sexual No Ses	Construction Yes Other Yes Emotional Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect married intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Mining No Metalwork No Physical No No Legislation	Factories Yes Heavy lifting Yes lo l	Construction Yes Other No Emotional No Criminal penalties	Other Yes	Mining Yes Metalwork Yes Yes Yes N Physical Yes Yes Yes Yes Yes Yes Yes Yes	ractories No Heavy lifting No Sexual No Sexual No es	Construction Yes Other Yes Emotional Yes Criminal penalties	Yes
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HAITI		TI	HONDURAS			
DECION						
REGION		Latin America			Latin America & Caribbean	
NCOME GROUP		Low in			Lower middle income	
FEMALE POPULATION		5,292,			4,127,197	
EMALE LABOR FORCE PARTICIPATION		639	%		45%	
CCESSING INSTITUTIONS						
Constitutional rights						
. Does the constitution contain a clause on nondiscrimination?	N			Ye		
. If yes, does it mention gender?	N ₁			Ye		
8. Does the constitution contain a clause on equality?		es		Ye		
	Recognized	Invalid		Recognized	Invalid	
1. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas						
. What are the quotas for women on corporate boards?		luota		No q	uota	
. What are the quotas for women in parliament?	30			No q		
What are the quotas for women in local government?		3%		No q		
. What are the quotas for women on candidate lists for parliament?		juota .		40		
What are the quotas for women on candidate lists for local government?	No c	luota		40		
Rights of married and unmarried women	Married	Unmarried			Unmarried	
Can a woman apply for a passport in the same way as a man? Can a woman apply for a national ID card in the same way as a man?	No Yes	Yes Yes		Yes Yes	Yes Yes	
2. Can a woman apply for a national ID card in the same way as a man? 3. Can a woman travel outside the country in the same way as a man?	Yes	yes Yes		Yes	Yes Yes	
4. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
5. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
6. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
7. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
8. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
9. Can a woman choose where to live in the same way as a man?	No	Yes		Yes	Yes	
0. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A		No	Yes	
Division of responsibility within marriage						
2. Do spouses have equal rights to convey citizenship?		lo		N		
3. Are wives required to obey their husbands?		lo		N V		
4. Must spouses jointly financially maintain the family?	Y	es		Ye	25	
SING PROPERTY						
Marital property regime						
15. What is the default marital property regime?	Partial	community of pr	operty	_	community of property	
6. Who administers marital property?		Other			Original owner	
Protecting a wife's interests					4.	
7. If the husband administers property, is spousal consent required for major transactions?		/A		N,		
8. Are there special provisions governing the marital home?		lo		N		
9. Does the law provide for valuation of nonmonetary contributions?		es		Ye		
Property rights	Married	Unmarried			Unmarried	
O. Do men and women have equal ownership rights to property?	No	Yes		Yes	Yes	
nheritance rights						
1. Do sons and daughters have equal inheritance rights?		es		Ye		
2. Do female and male surviving spouses have equal inheritance rights?	Y	es		Ye	25	
DING TO COURT						
quality of access						
3. Are customary law courts recognized?	N	lo		N	0	
4. Are personal law courts recognized?	N	lo		N	0	
5. Is a woman's testimony afforded equal weight to that of a man?	Y	es		Ye	25	
udicial representation						
6. How many justices are on the constitutional court?	1	2		1		
7. Of those, how many are women?		1			2	
8. Is the Chief Justice a woman?	N	lo		N	0	
fficiency of procedure						
9. Is there a small claims court/fast track procedure?		۵۲		Ye	25	
	Y	CJ			201	
O. If yes, what is the maximum amount (%GNI/capita)?	Y 67			10	8%	
·				10	8%	
ROVIDING INCENTIVES TO WORK				108	8%	
ROVIDING INCENTIVES TO WORK Personal income tax	67			103 N		
ROVIDING INCENTIVES TO WORK Personal income tax	67 N	7 % lo		N	0	
ROVIDING INCENTIVES TO WORK Personal income tax 1. Are childcare payments tax deductible?	67 Men	% lo Women		N Men	o Women	
ROVIDING INCENTIVES TO WORK Personal income tax 1. Are childcare payments tax deductible? 2. Are there tax deductions or credits specific to men/women?	67 N	7 % lo		N	0	
ROVIDING INCENTIVES TO WORK Personal income tax 1. Are childcare payments tax deductible? 2. Are there tax deductions or credits specific to men/women? Childcare and education	67 Nen No	Women No		Men No	Women No	
ROVIDING INCENTIVES TO WORK Personal income tax 1. Are childcare payments tax deductible? 2. Are there tax deductions or credits specific to men/women? Childcare and education 3. Is childcare subsidized or publicly provided?	Men No	Women No		Men No	Women No	
O. If yes, what is the maximum amount (%GNI/capita)? ROVIDING INCENTIVES TO WORK Personal income tax 1. Are childcare payments tax deductible? 2. Are there tax deductions or credits specific to men/women? Childcare and education 3. Is childcare subsidized or publicly provided? 4. Is primary education free and compulsory?	Men No	Women No		Men No	Women No	
ROVIDING INCENTIVES TO WORK Personal income tax 1. Are childcare payments tax deductible? 2. Are there tax deductions or credits specific to men/women? Childcare and education 3. Is childcare subsidized or publicly provided?	Men No	Women No		Men No	Women No 225	

	HAITI				HONDURAS			
BUILDING CREDIT								
Credit agencies	20	.40/						
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	20	11%			C	1%		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions		Retailers Yes	Utilities Yes	Microfinance institutions Yes	
Discrimination		-				•		
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			I Status No	Gender No	
·		140	140			140	IVO	
GETTING A JOB			1 2					
Parental benefits Co. Doos the law mondate the following types of leaves	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 42	No N/A	No N/A		Yes 84	No N/A	No N/A	
52. Who pays for such leave?	Emp	N/A	N/A		Emp & Gov	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	42	N/A	N/A		0	N/A	N/A	
The second secon	Mother	Father			Mother	Father	· '	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	1	No			N	: Vo		
58. Does the law mandate nondiscrimination based on gender in hiring?		Vo				'es		
59. Is it prohibited for prospective employers to ask about family status?		Vo				Vo		
60. Is dismissal of pregnant workers prohibited?	Y	'es			Y	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Υ	'es			Y	'es		
62. Are nursing mothers entitled to nursing breaks?	Y	'es			Υ	'es		
63. Are parents entitled to flexible/part-time schedules?	1	No .			N	No .		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	55			60	65		
65. When can one retire and get partial benefits?	55	55			60	65		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	`	Yes			`	Yes		
68. Can women and men do the same jobs?	`	Yes				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
	Yes		/es	Yes Other	No Mining	1	lo Construction	Yes Other
70. Can warman work in those accumations in the same way as many	Mining							Other
70. Can women work in these occupations in the same way as men:	Mining Yes		Construction Yes					Yes
<u> </u>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
70. Can women work in these occupations in the same way as men:71. Can women work on these tasks in the same way as men:	Yes		Yes		Yes		Yes	Yes
71. Can women work on these tasks in the same way as men:	Yes Metalwork	Yes Heavy lifting	Yes Other		Yes Metalwork	Yes Heavy lifting	Yes Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Metalwork	Yes Heavy lifting	Yes Other		Yes Metalwork	Yes Heavy lifting	Yes Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other		Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other		Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Metalwork Yes Physical No	Yes Heavy lifting Yes No No No Civil	Yes Other Yes Emotional No Criminal	Yes	Yes Metalwork Yes Yes N Physical Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Yes Yes Yes Sexual Yes	Yes Other Yes Emotional Yes Criminal	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Metalwork Yes Physical No Legislation	Yes Heavy lifting Yes No No No Civil remedies	Yes Other Yes Emotional No Criminal penalties	Yes	Yes Metalwork Yes Yes N Physical Yes Y Y Y Legislation	Yes Heavy lifting Yes Yes Yes Sexual Yes Yes Yes Es Cos Cos Cos Cos Cos Cos Cos	Yes Other Yes Emotional Yes Criminal penalties	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Metalwork Yes Physical No Legislation No No	Yes Heavy lifting Yes No lo	Yes Other Yes Emotional No Criminal penalties No	Yes	Yes Metalwork Yes Yes N N Y Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes Yes	Yes Heavy lifting Yes Yes Yes Yes Yes Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Metalwork Yes Physical No Legislation No Boys 18 Y Y	Yes Heavy lifting Yes No lo	Yes Other Yes Emotional No Criminal penalties No	Yes	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Yes Yes Yes Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic

	HONG KONG SAR, CHINA		R, CHINA	HUNGARY		
REGION		East Asia & Pa			High income	e: OECD
INCOME GROUP		High income	9		High inc	ome
FEMALE POPULATION		3,852,616			5,174,6	559
FEMALE LABOR FORCE PARTICIPATION		60%			58%	,
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?		No.		Ye		
If yes, does it mention gender? 3. Does the constitution contain a clause on equality?		/A 'es		Ye Ye		
3. Does the constitution contain a clause on equality?						
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Yes	Invalid Yes		Recognized No	Invalid N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas		: *			,	
6. What are the quotas for women on corporate boards?	No (quota		No q	juota	
7. What are the quotas for women in parliament?	No (quota		No q	juota	
8. What are the quotas for women in local government?	No (quota		No q	juota	
9. What are the quotas for women on candidate lists for parliament?		quota		_	uota	
10. What are the quotas for women on candidate lists for local government?		quota		No q		
Rights of married and unmarried women 11 Cap a woman apply for a passport in the came way as a map?	Married Yes	Unmarried Yes		Married Yes	Unmarried Yes	
11. Can a woman apply for a passport in the same way as a man?12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
17. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes	Yes Yes		Yes	Yes Yes	
18. Can a woman open a bank account in the same way as a man? 18. The same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	\	'es		Ye	ρς	
23. Are wives required to obey their husbands?		lo		_	10	
24. Must spouses jointly financially maintain the family?		'es		Ye		
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Sep	aration of property		Partial o	community of pro	pperty
26. Who administers marital property?		Original owner		E	Both must agree	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?		/A		_	/A	
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?		lo lo		Ye Ye		
	Married	Unmarried			Unmarried	
Property rights 30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	١	'es		Ye	es	
32. Do female and male surviving spouses have equal inheritance rights?	١	'es		Ye	es	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	1	lo		N	lo	
34. Are personal law courts recognized?		lo		N		
35. Is a woman's testimony afforded equal weight to that of a man?	Y	'es		Ye	es	
Judicial representation					-	
36. How many justices are on the constitutional court? 37. Of those, how many are women?		0		_	5	
38. Is the Chief Justice a woman?		No .		N		
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?	Υ	'es		Ye	es	
40. If yes, what is the maximum amount (%GNI/capita)?	1	5%		32	2%	
PROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	1	lo		N	lo	
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education						
43. Is childcare subsidized or publicly provided?		es es		Ye		
44. Is primary education free and compulsory?	1	'es		Ye	es	
Financial support and care 45. Does the government provide a child allowance to parents?		'es		Ve	es	
46. Must employers provide leave to care for sick relatives?		lo		_	es	
The second secon						

	HONG KONG SAR, CHINA			NA		HUNGARY			
BUILDING CREDIT									
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%			0	%			
		:	Microfinance			:	Microfinance		
48. Do the following provide information to credit agencies:	Retailers	Utilities No	institutions		Retailers No	Utilities No	institutions N/A		
Discrimination		l Status	Gender			l Status	Gender		
49. Is discrimination in access to credit prohibited based on:		es	Yes			/es	Yes		
GETTING A JOB			•						
Parental benefits	Matamita	Paternity	Parental		Maternity	Paternity	Davantal		
50. Does the law mandate the following types of leave:	Maternity Yes	Yes	No		Yes	Yes	Parental Yes		
51. How much of such leave is paid (days)?	70	3	N/A		168	5	590		
52. Who pays for such leave?	Emp	Emp	N/A		Gov	Emp	Gov		
53. What % of wages are paid?	80%	80%	N/A		70%	100%	Partially paid		
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	0		
	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0			
Workplace protections									
57. Does the law mandate equal remuneration for work of equal value?	N	lo			Y	'es			
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	'es				'es			
59. Is it prohibited for prospective employers to ask about family status?	N	lo				lo			
60. Is dismissal of pregnant workers prohibited?		'es				'es			
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				'es			
62. Are nursing mothers entitled to nursing breaks?		lo				'es			
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo			
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	65	65			65	65			
65. When can one retire and get partial benefits?	60	60			65	65			
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A			
Working hours and industry restrictions									
67. Can women and men work the same night hours?	١	/es				/es			
68. Can women and men do the same jobs?	١	/es			,	/es			
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate Yes	Arduous Yes	Hazardous Yes		appropriate 'es	Arduous Yes	
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other	
70. Call Wollen Work in these occupations in the same way as men.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other		
	Yes	Yes	Yes		Yes	Yes	Yes		
	163						103		
PROTECTING WOMEN FROM VIOLENCE	163						103		
PROTECTING WOMEN FROM VIOLENCE	ics						, 10		
Domestic violence		έρς				þs.	, 10		
Domestic violence 72. Is there domestic violence legislation?	Y	es /A				es /A	, 10		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y	/A			N	/A			
Domestic violence 72. Is there domestic violence legislation?	Y N Y	/A es	Fmotional	Fronomic	N Y	/A es		Fconomic	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Y N Y Physical	/A es Sexual	Emotional No	Economic No	N Y Physical	/A es Sexual	Emotional		
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Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Y N Y Physical Yes	es Sexual No	-		Physical Yes	es Sexual Yes	Emotional		
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Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect mily members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Physical Yes Yes Y Y Y Y Y Legislation Yes	/A es Sexual No es	Criminal penalties No		No N	/A es Sexual Yes es e	Emotional Yes Criminal penalties No		

	ICELAND			INDIA		
REGION		High income: OECD		South Asia		
INCOME GROUP		High income		Lower middle income		
FEMALE POPULATION		162,643		612,195,535		
FEMALE LABOR FORCE PARTICIPATION		82%		29%		
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?		lo		es		
2. If yes, does it mention gender?		/A		es		
3. Does the constitution contain a clause on equality?		es		es		
A le sustamanu laur recognized / involid if it violates provisions on pondissimination or equality?	Recognized	Invalid	Recognized			
 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? 	No No	N/A N/A	No Yes	N/A No		
Ouotas	140	i iva	163	140		
6. What are the quotas for women on corporate boards?	40	0%	>	0		
7. What are the quotas for women in parliament?	No o	quota	No o	juota		
8. What are the quotas for women in local government?		quota		3%		
9. What are the quotas for women on candidate lists for parliament?	No o	quota	No o	quota		
10. What are the quotas for women on candidate lists for local government?	No o	quota	No o	quota		
Rights of married and unmarried women	Married	Unmarried		Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes N/A	Yes N/A		
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes	N/A Yes	N/A Yes		
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes		
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes		
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes		
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes		
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes		
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A		
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?	Υ	'es	Y	es		
23. Are wives required to obey their husbands?		lo		lo		
24. Must spouses jointly financially maintain the family?	Y	['] es	Y	es		
USING PROPERTY						
Marital property regime	Defermed	l	Con			
What is the default marital property regime? Who administers marital property?		I community of property Original owner		aration of property Original owner		
		Oliginal owner		Original owner		
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N	/A	N	/A		
28. Are there special provisions governing the marital home?		'es		lo		
29. Does the law provide for valuation of nonmonetary contributions?	Y	es es	N	lo		
Property rights	Married	Unmarried	Married	Unmarried		
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes		
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	Υ	'es	Υ	es		
32. Do female and male surviving spouses have equal inheritance rights?	Y	'es	Y	es		
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?		lo		lo		
34. Are personal law courts recognized?		lo (a.e.	_	es		
35. Is a woman's testimony afforded equal weight to that of a man?	Y	'es	Y	es		
<u>Judicial representation</u> 36. How many justices are on the constitutional court?	1	12		18		
37. Of those, how many are women?		1		1		
38. Is the Chief Justice a woman?		No	N	lo		
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?	N	lo	Y	es		
40. If yes, what is the maximum amount (%GNI/capita)?	N	/A	10	0%		
PROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	N	No No	N	lo		
	Men	Women	Men	Women		
42. Are there tax deductions or credits specific to men/women?	No	No	No	No		
Childcare and education						
43. Is childcare subsidized or publicly provided?		'es		lo		
44. Is primary education free and compulsory?	Y	es es	Y	es		
Financial support and care 45 Door the government provide a child allowance to parents?	V	'es		lo		
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?		es 'es	_	10 Io		
101 Floor employers provide leave to care for sick relatives:			IV.			

	ICELAND				INDIA			
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%		
47. Pililinum Ioan amount covered by credit agencies (AdMycapita):	0	70				,	·	
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities No	Microfinance institutions N/A		Retailers No	Utilities No	Microfinance institutions Yes	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No No	No	
·		10	. 110			140	110	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	No	No	
51. How much of such leave is paid (days)?	90	90	90		84	N/A	N/A	
52. Who pays for such leave?	Gov	Gov	Gov		Emp	N/A	N/A	
53. What % of wages are paid?	49%	49%	Partially paid		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	0		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		es				Vo.		
58. Does the law mandate nondiscrimination based on gender in hiring?		es				'es		
59. Is it prohibited for prospective employers to ask about family status?	N	lo				Vo.		
60. Is dismissal of pregnant workers prohibited?	Y	es			Υ	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			١	No		
62. Are nursing mothers entitled to nursing breaks?	N	lo			Υ	'es		
63. Are parents entitled to flexible/part-time schedules?	Y	es			N	No .		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	67	67			58	58		
65. When can one retire and get partial benefits?	67	67			50	50		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions		•				•		
67. Can women and men work the same night hours?	\	⁄es			,	Yes		
68. Can women and men do the same jobs?		es				No		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate /es	Arduous	Hazardous No		appropriate lo	Arduous Yes
70 Can warman work in these assumptions in the same way as many	Yes Mining		Construction	Yes Other	Mining	1	Construction	Other
70. Can women work in these occupations in the same way as men:	Yes	Yes	Yes	Yes	No	No	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting	•	103		Heavy lifting		103
The can from the work of these tasks in the same way as men			Yes		No			
	Yes	Yes				: No	: No	
DROTECTING WOMEN FROM VIOLENCE	Yes	Yes	163		110	No	No	
	Yes	Yes	163		110	No	No	
Domestic violence			163				No	
		Yes lo	i ics			No No	No	
Domestic violence	N		j		Y		No	
Domestic violence 72. Is there domestic violence legislation?	N Y	lo	; its		Y	'es	No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N Y	lo es	Emotional	Economic	Y	es /A	No No Emotional	Economic
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	У У	lo es		Economic No	Y N Y	'es I/A		Economic Yes
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N Y Physical No	lo es es Sexual	Emotional		N Physical Yes	res //A res Sexual	Emotional	
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	INDONESIA			IRAN, ISLAMIC REP.		
REGION		East Asia & Pacific		Middle East & North Africa		
INCOME GROUP		Lower middle income		Upper middle income		
FEMALE POPULATION		125,649,068		39,036,275		
FEMALE LABOR FORCE PARTICIPATION		54%		18%		
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	Υ	'es		lo		
2. If yes, does it mention gender?		No		/A		
3. Does the constitution contain a clause on equality?	Y	es es		es		
	Recognized	Invalid	Recognized			
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	Yes	No		
Quotas 6. What are the quotas for women on corporate boards?	No.	ruota	No.	juota		
7. What are the quotas for women in parliament?	No quota No quota			juota		
8. What are the quotas for women in local government?	No quota No quota			juota		
9. What are the quotas for women on candidate lists for parliament?		0%		quota		
10. What are the quotas for women on candidate lists for local government?	30	0%	No o	ıuota		
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	Yes		
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes		
13. Can a woman travel outside the country in the same way as a man?14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes	No No	Yes Yes		
14. Can a woman travel outside her nome in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes	Yes	No	Yes		
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes		
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes		
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes		
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes Yes	No	Yes		
21. Can a woman conter citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes No	Yes	No No	No Yes		
Division of responsibility within marriage	110	. 16	110	163		
22. Do spouses have equal rights to convey citizenship?	Υ	'es	N	lo		
23. Are wives required to obey their husbands?	N	lo	Υ	es		
24. Must spouses jointly financially maintain the family?	N	No.	N	lo		
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Partial	community of property	Sep	aration of property		
26. Who administers marital property?		Both must agree		Original owner		
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?		/A		/A		
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?		No.		lo		
		es :		lo		
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes	Married Yes	Unmarried Yes		
	163	163	163	ies		
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	N	lo	Λ.	lo.		
32. Do female and male surviving spouses have equal inheritance rights?		NO NO		10 10		
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	N	lo	Λ.	lo		
34. Are personal law courts recognized?		'es		es		
35. Is a woman's testimony afforded equal weight to that of a man?		'es		lo		
Judicial representation						
36. How many justices are on the constitutional court?		9	1	2		
37. Of those, how many are women?		1		0		
38. Is the Chief Justice a woman?	N	lo	N	lo		
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?		lo		lo		
40. If yes, what is the maximum amount (%GNI/capita)?	N	/A	N	/A		
PROVIDING INCENTIVES TO WORK						
Personal income tax		l-		1-		
41. Are childcare payments tax deductible?		lo :		lo :		
	Men	Women	Men	Women		
42. Are there tax deductions or credits specific to men/women?	Yes	No	No	No		
Childcare and education						
43. Is childcare subsidized or publicly provided?		No.		es		
44. Is primary education free and compulsory?	Υ	'es	Y	es		
Financial support and care 45. Does the government provide a child allowance to parents?		lo		es		
46. Must employers provide leave to care for sick relatives?		vo Vo		es lo		
40. Hast employers provide leave to care for sick feldtives!	ľ	10	IV.	10		

	INDONESIA				IRAN, ISLAMIC REP.			
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%		
		:	Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	institutions Yes		Retailers No	Utilities No	institutions	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No	No	
·			: 110				110	
GETTING A JOB		D. 1				D. 1	B 11	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	90	2	N/A		270	14	N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Gov	Gov	N/A	
53. What % of wages are paid?	100%	100%	N/A		67%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
3 i non mach of sach leafe is anjual (adys).	Mother	Father	,,,,		Mother	Father	,,,,	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	14//1	11//1			14/71	: 14//1		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		lo				i. No		
58. Does the law mandate equal remuneration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		10 10				vo Vo		
59. Is it prohibited for prospective employers to ask about family status?		10 10				NO NO		
60. Is dismissal of pregnant workers prohibited?		es es				Vo		
61. Are mothers quaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?		'es				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				Vo		
	Women	Men			Women	Men		
Retirement & pensions 64. When can one retire and get full benefits?	55	55			55	60		
65. When can one retire and get rain betteries?	55	55			45	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
, ,	N/A	IVA			IV/A	i iv/n		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	/es			,	Yes		
68. Can women and men do the same jobs?		es /es				No No		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous Yes	Hazardous No		appropriate	Arduous No
70. Can women work in these occupations in the same way as men:	Yes Mining		Yes Construction	Other	Mining		es Construction	Other
70. Can women work in these occupations in the same way as men:								
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining Yes	Factories	Construction Yes	Other	Mining Yes	Factories	Construction Yes	Other
	Mining Yes	Factories Yes	Construction Yes	Other	Mining Yes	Factories Yes	Construction Yes	Other
71. Can women work on these tasks in the same way as men:	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Mining Yes Metalwork Yes Yes N N Physical Yes Y N N Y Physical Yes Y N N N N Y Y Y Y Y Y	Factories Yes Heavy lifting Yes es Sexual Yes Sexual Yes es Civil	Construction Yes Other Yes Emotional Yes Criminal	Other Yes	Mining Yes Metalwork Yes Physical No	Factories Yes Yes Heavy lifting No No No No No No No Civil	Construction Yes Other Yes Emotional No Criminal	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Mining Yes Metalwork Yes Yes No Physical Yes Yes Yes No No No No	Factories Yes Heavy lifting Yes es Sexual Yes es lo lo lo es es es es es No	Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Physical No No No Legislation No No	Factories Yes Heavy lifting No	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Mining Yes Metalwork Yes N N Y Physical Yes Y Legislation No No	Factories Yes Yes Heavy lifting Yes es Sexual Yes es Io Io Io Es Sexual Ves Es No No No	Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Physical No No Legislation No No	Factories Yes Heavy lifting No No Sexual No No Color Color No	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Mining Yes Metalwork Yes Yes N Physical Yes Yes Yes N N N N N N N N N N N N N	Factories Yes Yes Heavy lifting Yes es Sexual Yes es Civil remedies No No	Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Physical No No No No Legislation No No	Factories Yes Heavy lifting No	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Mining Yes Metalwork Yes N N Y Physical Yes Y Legislation No No	Factories Yes Heavy lifting Yes Sexual Yes Sexual Yes Final Yes	Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Physical No No Legislation No No	Factories Yes Heavy lifting No	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes
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	IRAO			IRELAND		
REGION			& North Africa		High income: OECD	
INCOME GROUP			ddle income		High income	
FEMALE POPULATION			53,380		2,320,825	
FEMALE LABOR FORCE PARTICIPATION			6%		63%	
		10	J 70		U3 //	
ACCESSING INSTITUTIONS				_		
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	V	es			No	
2. If yes, does it mention gender?		es es			I/A	
B. Does the constitution contain a clause on equality?		es es			/es	
s bos die constitution contain a clause on equality.	Recognized	Invalid		Recognized		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		No	N/A	
Quotas	103	103		INO	IV/A	
b. What are the quotas for women on corporate boards?	No o	juota		No c	quota	
. What are the quotas for women in parliament?		5%			quota	
B. What are the guotas for women in local government?		5%			quota	
What are the quotas for women on candidate lists for parliament?	No quota				0%	
What are the quotas for women on candidate lists for local government?		uota		No (quota	
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	No	No		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		N/A	N/A	
13. Can a woman travel outside the country in the same way as a man?	No	Yes		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	No	Yes		Yes	Yes	
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
9. Can a woman choose where to live in the same way as a man?	No	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	No	No		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	No	Yes		N/A	N/A	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?	٨	lo		Y	'es	
23. Are wives required to obey their husbands?	Y	es		N	No	
24. Must spouses jointly financially maintain the family?	N	lo		Y	'es	
JSING PROPERTY						
Marital property regime						
25. What is the default marital property regime?		aration of prop			paration of property	
26. Who administers marital property?		Original owner	ſ		Original owner	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?		/A			I/A	
28. Are there special provisions governing the marital home?		lo			'es	
29. Does the law provide for valuation of nonmonetary contributions?		lo			es ·	
Property rights	Married	Unmarried			Unmarried	
80. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights						
21. Do sons and daughters have equal inheritance rights?		lo		_	/es	
22. Do female and male surviving spouses have equal inheritance rights?	N	lo	<u> </u>	Y	'es	
OING TO COURT				_		
Equality of access						
33. Are customary law courts recognized?		lo			No	
34. Are personal law courts recognized?		es			No	
35. Is a woman's testimony afforded equal weight to that of a man?	Y	es		Y	es es	
ludicial representation						
86. How many justices are on the constitutional court?		9			11	
77. Of those, how many are women?		0		_	3	
18. Is the Chief Justice a woman?	N	lo	<u> </u>	Y	'es	
Efficiency of procedure					,	
19. Is there a small claims court/fast track procedure?		lo /A		_	es es	
IO. If yes, what is the maximum amount (%GNI/capita)?	N	/A		ь	5%	
ROVIDING INCENTIVES TO WORK				_		
Personal income tax		l-			1-	
11. Are childcare payments tax deductible?		lo	<u> </u>		No :	
	Men	Women		Men	Women	
2. Are there tax deductions or credits specific to men/women?	Yes	No	<u> </u>	No	No	
Childcare and education						
13. Is childcare subsidized or publicly provided?		es			'es	
14. Is primary education free and compulsory?	Y	es	<u> </u>	Y	′es	
Financial support and care						
45 B - 11 - 11 - 11 - 11 - 12 - 13 - 13 - 13		es		V	'es	
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?		es		_	és	

	IRAQ				IRELAND			
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N.	/A			1	%		
47. Pilililliditi loati attoutit covered by credit agencies (workiycapita):	10	/A :	ine c			70	an c	
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	Microfinance institutions N/A		Retailers No	Utilities No	Microfinance institutions N/A	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			res	Yes	
·			: 110				103	
GETTING A JOB		D. 1				D. 1	B 11	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental Yes	
51. How much of such leave is paid (days)?	72	N/A	N/A		182	N/A	0	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		35%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		112	N/A	126	
3 i from macif of Jacob Carlotte is dispose (days).	Mother	Father	,,,,		Mother	Father	120	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	14//1	11//1			14//1	: 14/11		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		lo			V.	: 'es		
58. Does the law mandate equal remuneration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		10 10				'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo Vo		
60. Is dismissal of pregnant workers prohibited?		lo				es		
61. Are mothers quaranteed an equivalent position after maternity leave?		lo				'es		
62. Are nursing mothers entitled to nursing breaks?		'es				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				Vo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	50	55			68	68		
65. When can one retire and get rain benefits?	50	55			68	68		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	,					,		
67. Can women and men work the same night hours?		No			١	Yes		
68. Can women and men do the same jobs?		No				Yes		
-		-				103		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	
	No	,	Yes	No	Yes	Υ	es	Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men:		,				Υ		
	No Mining Yes	Factories	Yes Construction Yes	No Other	Yes Mining Yes	Y Factories	es Construction Yes	Yes Other
70. Can women work in these occupations in the same way as men:	No Mining Yes	Factories Yes	Yes Construction Yes	No Other	Yes Mining Yes	Factories Yes	es Construction Yes	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	No Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	No Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	No Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	No Mining Yes Metalwork Yes	Factories Yes Heavy lifting	Construction Yes Other	No Other	Yes Mining Yes Metalwork Yes	Y Factories Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Mining Yes Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	No Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Mining Yes Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	No Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 72. In the comparison of the same way as men: 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	No Mining Yes Metalwork Yes Physical No	Factories Yes Heavy lifting No lo lo lo Sexual No lo	res Construction Yes Other Yes Emotional No	No Other Yes	Yes Mining Yes Metalwork Yes Yes N Physical Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Ves Sexual No Sexual No Sexual Sexual No S	Construction Yes Other Yes Emotional Yes	Yes Other Yes
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		ISRAEL		ITALY	
REGION		High income: OECD		High income: OE	ECD .
INCOME GROUP		High income		High income	
FEMALE POPULATION		4,144,558		31,520,325	
FEMALE LABOR FORCE PARTICIPATION		67%		54%	
ACCESSING INSTITUTIONS					
Constitutional rights					
Does the constitution contain a clause on nondiscrimination?	N	0	1	No	
2. If yes, does it mention gender?	N/	/A	N	I/A	
3. Does the constitution contain a clause on equality?	N	0	Y	'es	
	Recognized	Invalid	Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A	
Quotas		_			
6. What are the quotas for women on corporate boards?	>			3%	
7. What are the quotas for women in parliament?	No quota			quota	
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?		No quota No quota		quota	
What are the quotas for women on candidate lists for local government?	No q			3%	
Rights of married and unmarried women	Married	Unmarried		Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes	
16. Can a woman sign a contract in the same way as a man?17. Can a woman register a business in the same way as a man?	Yes Yes	Yes	Yes Yes	Yes	
18. Can a woman open a bank account in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A	
Division of responsibility within marriage					
22. Do spouses have equal rights to convey citizenship?	Ye			'es	
23. Are wives required to obey their husbands?	N			No	
24. Must spouses jointly financially maintain the family?	Ye	25	Y	'es	
USING PROPERTY					
Marital property regime	D ()		2 11 1		
25. What is the default marital property regime?		community of property		community of propert	у
26. Who administers marital property?		Original owner		Both must agree	
Protecting a wife's interests	NI NI	/Λ		1/4	
27. If the husband administers property, is spousal consent required for major transactions?28. Are there special provisions governing the marital home?	N/			I/A No	
29. Does the law provide for valuation of nonmonetary contributions?	Ye			'es	
·	Married	Unmarried		Unmarried	
Property rights 30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes	
Inheritance rights	100	1.03	1.03	. 103	
31. Do sons and daughters have equal inheritance rights?	Ye	25		'es	
32. Do female and male surviving spouses have equal inheritance rights?	Ye			'es	
GOING TO COURT		**			
Equality of access					
33. Are customary law courts recognized?	N	0	,	No	
34. Are personal law courts recognized?		25		No	
35. Is a woman's testimony afforded equal weight to that of a man?		25		'es	
Judicial representation					
36. How many justices are on the constitutional court?	1:	5		15	
37. Of those, how many are women?	4			3	
38. Is the Chief Justice a woman?		25	1	No	
Efficiency of procedure					
39. Is there a small claims court/fast track procedure?	Ye	25	Y	'es	
40. If yes, what is the maximum amount (%GNI/capita)?	26	5%	1	9%	
PROVIDING INCENTIVES TO WORK					
Personal income tax					
41. Are childcare payments tax deductible?	N	0	1	No	
	Men	Women	Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	Yes	No	No	
Childcare and education					
43. Is childcare subsidized or publicly provided?	Ye	es	Υ	'es	
44. Is primary education free and compulsory?	Ye	es	Y	es es	
44. 15 primary education nee and compaisory.					
Financial support and care					
		es	Y	⁄es	

	ISRAEL				ITALY			
BUILDING CREDIT								
Credit agencies	0	0/				0/		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	U	%			Ü	%	,	
48. Do the following provide information to credit agencies:	Retailers No	Utilities Yes	Microfinance institutions N/A		Retailers No	Utilities No	Microfinance institutions N/A	
Discrimination		! Status	Gender			: No	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	Yes	
·		10	. 110			10	103	
GETTING A JOB			1 2					
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity Yes	Parental Yes	
51. How much of such leave is paid (days)?	98	0	0		150	1	300	
52. Who pays for such leave?	Gov	N/A	N/A		Gov	Gov	Gov	
53. What % of wages are paid?	100%	N/A	N/A		80%	100%	Partially paid	
54. How much of such leave is unpaid (days)?	0	3	365		0	0	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections		•						
57. Does the law mandate equal remuneration for work of equal value?	Υ	'es			Y	'es		
58. Does the law mandate equal remainstance which or equal radic?		'es				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?	Y	'es			Υ	es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?	Y	'es			Y	'es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			١	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	62	67			66	66		
65. When can one retire and get partial benefits?	60	60			66	66		
66. What is the mandatory retirement age?	67	67			N/A	N/A		
Working hours and industry restrictions						•		
67. Can women and men work the same night hours?	1	/es			١	/es		
68. Can women and men do the same jobs?		No				/es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in:	appropriate	Arduous
os. Can women work in these types of jobs in the same way as men.	No		es	Yes	Yes		es es	Yes
70. Can women work in these occupations in the same way as men:	Mining	•	Construction	Other	Mining		Construction	Other
74.6	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting			Metalwork Yes	Heavy lifting Yes	Other Yes	
DROTECTING WOMEN FROM WOLFINGE	Voc	Voc						
PROTECTING WOMEN FROM VIOLENCE	Yes	Yes	Yes			103	103	
	Yes	Yes	Yes			163	163	
Domestic violence	Yes	Yes	Yes			, 103	, 16	
		Yes	Yes			es es	. 10	
Domestic violence	Y	es /A	Yes		Y	es /A	. 10	
Domestic violence 72. Is there domestic violence legislation?	Y N Y	es /A			Y N Y	es /A		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Y N Y Physical	es /A es Sexual	Emotional	Economic	Y N Y Physical	es /A es Sexual	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Y N Y Physical Yes	es /A es Sexual Yes		Economic Yes	N Physical Yes	es //A es Sexual Yes		Economic Yes
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Y N Y Physical Yes	es //A es Sexual Yes es	Emotional		Physical Yes	es //A es Sexual Yes es	Emotional	
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	JAMAICA			JAPAN		
REGION		Latin America & Caribbean		High income: OECD		
INCOME GROUP		Upper middle income		High income		
FEMALE POPULATION		1,381,405		65,306,963		
FEMALE LABOR FORCE PARTICIPATION		62%		65%		
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination? Hence class it mantion conducts		res res		es		
If yes, does it mention gender? 3. Does the constitution contain a clause on equality?		'es 'es	Y	es es		
5. Does the constitution to that a clause on equality.	Recognized	Invalid	Recognized			
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
Quotas						
6. What are the quotas for women on corporate boards?	No o	quota	No c	quota		
7. What are the quotas for women in parliament?		quota	No c			
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?		quota quota		quota		
What are the quotas for women on candidate lists for local government? 10. What are the quotas for women on candidate lists for local government?		quota		luota		
Rights of married and unmarried women	Married	Unmarried		Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes		
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	N/A	N/A		
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes		
14. Can a woman travel outside her home in the same way as a man?15. Can a woman qet a job in the same way as a man?	Yes	Yes	Yes Yes	Yes Yes		
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes		
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes		
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes		
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes		
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	Yes	Yes		
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?	Y	es es	Y	es		
23. Are wives required to obey their husbands?		No		lo		
24. Must spouses jointly financially maintain the family?	Υ	^r es	Yı	es		
USING PROPERTY			_			
Marital property regime 25. What is the default marital property regime?	Con	paration of property		Other		
26. Who administers marital property?	3eh	Original owner	F	Both must agree		
Protecting a wife's interests		onginal office		out mast agree		
27. If the husband administers property, is spousal consent required for major transactions?	N	I/A	N	/A		
28. Are there special provisions governing the marital home?	Υ	es es	N	lo		
29. Does the law provide for valuation of nonmonetary contributions?	Υ	'es	Y	es		
Property rights	Married	Unmarried		Unmarried		
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes		
Inheritance rights	V	<i>l</i>	V			
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?		'es		es es		
GOING TO COURT		G		C3		
Equality of access						
33. Are customary law courts recognized?	N	No	N	lo .		
34. Are personal law courts recognized?		No	N			
35. Is a woman's testimony afforded equal weight to that of a man?	Υ	'es	Y	es		
Judicial representation						
36. How many justices are on the constitutional court?		31		5		
37. Of those, how many are women?		14		3		
38. Is the Chief Justice a woman?	Y	/es	N	10		
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	V	'es	V	es		
40. If yes, what is the maximum amount (%GNI/capita)?		'9%		5%		
PROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	N	No	N	lo		
	Men	Women	Men	Women		
42. Are there tax deductions or credits specific to men/women?	No	No	No	No		
Childcare and education						
43. Is childcare subsidized or publicly provided?		'es		es		
44. Is primary education free and compulsory?	Υ	'es	Y	es		
Financial support and care		d-				
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?		Vo	_	es es		
To, i last employers provide leave to care for sick felatives:	ľ	10	T	Co		

	JAMAICA			JAPAN				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0'	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		Yes	No	N/A	
Discrimination 40 le discrimination in access to credit prohibited based on		Status	Gender			Status Vo	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo .	No		ľ	NO .	No	
GETTING A JOB								
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental Yes	
51. How much of such leave is paid (days)?	56	N/A	N/A		98	N/A	309	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	N/A	Gov	
53. What % of wages are paid?	100%	N/A	N/A		67%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	28	N/A	N/A		0	N/A	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections		1-			N	-		
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?	N				N Ve	es		
59. Is it prohibited for prospective employers to ask about family status?	N				N			
60. Is dismissal of pregnant workers prohibited?		es			Ye			
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			N	lo		
62. Are nursing mothers entitled to nursing breaks?	N				Ye			
63. Are parents entitled to flexible/part-time schedules?	N	0			Ye	es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits? 65. When can one retire and get partial benefits?	65 65	65 65			65 60	65 60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	14/11				14/1	, ,		
67. Can women and men work the same night hours?	\	'es			Y	'es		
68. Can women and men do the same jobs?	1	No			N	No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes	Factories	Yes	Yes	Yes		Yes	Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining	Factories		Other
					No	Yes		
71. Can women work on these tasks in the same way as men:	Yes Metalwork	No Heavy lifting	Yes	Yes	No Metalwork	Yes Heavy lifting	Yes	Yes
	Yes	No	Yes				Yes	
71. Can women work on these tasks in the same way as men:	Yes Metalwork	No Heavy liftin g	Yes Other		Metalwork	Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men:	Yes Metalwork	No Heavy liftin g	Yes Other		Metalwork	Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Metalwork Yes	No Heavy liftin g	Yes Other		Metalwork	Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Metalwork Yes	No Heavy lifting Yes	Yes Other		Metalwork Yes	Yes Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Metalwork Yes Yes	No Heavy lifting Yes	Yes Other		Metalwork Yes	Yes Yes Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Metalwork Yes Yes N N Physical	No Heavy lifting Yes Yes A O Sexual	Yes Other Yes Emotional	Yes	Metalwork Yes Yes Ye N, Physical	Yes Yes AA O Sexual	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Metalwork Yes Yes N Physical Yes	No Heavy lifting Yes Yes A O Sexual No	Yes Other Yes	Yes	Metalwork Yes Yes Ye N, Physical Yes	Yes Yes A O Sexual No	Yes Other Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Metalwork Yes Yes Yes N Physical Yes Yes	No Heavy lifting Yes Yes A O Sexual No	Yes Other Yes Emotional	Yes	Metalwork Yes Yes Ye N, Physical Yes Ye	Yes Yes Yes Yes Yes No Sexual No	Yes Other Yes Emotional	Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Metalwork Yes Yes N N Physical Yes Yes Yes Legislation No No	No Heavy lifting Yes 255 //A /A /A /A /A /B	Yes Other Yes Emotional Yes Criminal penalties	Yes	Metalwork Yes Yes No. Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes 255 /A 10 Sexual No 255 255 25 25 27 Civil remedies No No	Yes Other Yes Emotional Yes Criminal penalties	Yes
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		JORDAN		KAZAKHSTAN
REGION		Middle East & North Africa		Europe & Central Asia
INCOME GROUP		Upper middle income		Upper middle income
FEMALE POPULATION		3,237,104		8,969,881
FEMALE LABOR FORCE PARTICIPATION		16%		75%
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Ye	es es	Y	es es
2. If yes, does it mention gender?	N			'es
3. Does the constitution contain a clause on equality?	Ye	25	Y	es es
	Recognized	Invalid	Recognized	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No q			quota
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	10%			quota quota
9. What are the quotas for women on candidate lists for parliament?	25% No quota			quota
What are the guotas for women on candidate lists for local government?	No q			quota
Rights of married and unmarried women	Married	Unmarried		Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	No	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	No No	Yes Yes	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?16. Can a woman sign a contract in the same way as a man?	No Yes	Yes	Yes Yes	yes Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	No	No	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	N	0	V	'es
23. Are wives required to obey their husbands?	Ye			Vo
24. Must spouses jointly financially maintain the family?	N			es es
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Sep	aration of property	Partial	community of property
26. Who administers marital property?		Original owner		Both must agree
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N,	/A	N	I/A
28. Are there special provisions governing the marital home?	N			No
29. Does the law provide for valuation of nonmonetary contributions?	N	0	Y	es es
Property rights	Married	Unmarried		Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	N			/es
32. Do female and male surviving spouses have equal inheritance rights?	N	0	Y	⁄es
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	N			No .
34. Are personal law courts recognized?		25		No.
35. Is a woman's testimony afforded equal weight to that of a man?	IN	0	T	/es
Judicial representation 36. How many justices are on the constitutional court?	1	2		7
37. Of those, how many are women?)		1
38. Is the Chief Justice a woman?	N			No
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	N	0	Y	'es
40. If yes, what is the maximum amount (%GNI/capita)?	N,	/A	5	1%
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	N	0	1	No
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Y	25	Y	'es
44. Is primary education free and compulsory?	Ye	25	Y	'es
Financial support and care				
45. Does the government provide a child allowance to parents?	N	0	Y	'es
46. Must employers provide leave to care for sick relatives?		0		No

	JORDAN				KAZAKHSTAN			
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	52	5%			0	1%		
47.1 million found and an exercise by create agencies (workly capital).	32	:	Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions No		Retailers No	Utilities No	Microfinance institutions Yes	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No	No	
·			: 110					
GETTING A JOB		D. 1				D. 1		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental Yes	
51. How much of such leave is paid (days)?	70	N/A	N/A		126	N/A	0	
52. Who pays for such leave?	Gov	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	1039	
3 i non mach of sach leafe is anjual (adys).	Mother	Father	,,,,		Mother	Father	. 1033	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	14//1	11//1			14/14	: 14/11		
Workplace protections 57. Door the law mandate equal remuneration for work of equal value?	Λ.	lo				i. No		
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		10 10				vo 'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo Vo		
60. Is dismissal of pregnant workers prohibited?		lo				es		
61. Are mothers quaranteed an equivalent position after maternity leave?		'es				'es		
62. Are nursing mothers entitled to nursing breaks?		'es				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				'es		
	Women	Men			Women	Men		
Retirement & pensions 64. When can one retire and get full benefits?	55	60			63	63		
65. When can one retire and get rain betteries:	50	50			63	63		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
	14/10	14/71			14/71	: 14//		
Working hours and industry restrictions 67. Can women and men work the same night hours?		No			\	Yes		
68. Can women and men do the same jobs?		No				No		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate Yes	Arduous Yes	Hazardous No		appropriate es	Arduous No
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining	1	Construction	Other
70. can nomen now in diese occupations in the same nay as men						1		
	No	No	Yes	No	No	No	No	No
71. Can women work on these tasks in the same way as men:		No Heavy lifting		No		No Heavy lifting		No
71. Can women work on these tasks in the same way as men:				No				No
<u> </u>	Metalwork	Heavy lifting	Other	No	Metalwork	Heavy lifting	Other	No
PROTECTING WOMEN FROM VIOLENCE	Metalwork	Heavy lifting	Other	No	Metalwork	Heavy lifting	Other	No
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Metalwork No	Heavy lifting No	Other	No	Metalwork No	Heavy lifting No	Other	No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Metalwork No	No No	Other	No	Metalwork No	No No	Other	No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Y	No No No A A A A A A A A A A A A A A A A	Other	No	Metalwork No Y	No No Yes	Other	No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Y	No No No No No	Other No		Metalwork No Y	No No Yes I/A	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Y N Physical	No No No Sexual	Other No	Economic	Metalwork No Y N Physical	No No Yes No Sexual	Other No	Economic
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		KENYA		KOREA, REP.
REGION		Sub-Saharan Africa		High income: OECD
INCOME GROUP		Lower middle income		High income
FEMALE POPULATION		22,824,526		25,355,149
FEMALE LABOR FORCE PARTICIPATION		63%		56%
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	Y	'és	Y	·es
2. If yes, does it mention gender?	Υ	'es	Υ	'es
3. Does the constitution contain a clause on equality?	Υ	'es	Y	'es
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?		quota		quota
7. What are the quotas for women in parliament?		3%		quota
8. What are the quotas for women in local government? 9. What are the quotas for women on condidate lists for parliament?		3%		quota 0%
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local qovernment?		quota)%)%
				
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Yes	Unmarried Yes	Married Yes	Unmarried Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?		'es		'es
23. Are wives required to obey their husbands?		lo		lo
24. Must spouses jointly financially maintain the family?	Υ	es es	Y	'es
USING PROPERTY				
Marital property regime	8 44 4			0.11
25. What is the default marital property regime?		community of property		Other
26. Who administers marital property?		Both must agree		Both must agree
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N.	/A	Λ.	/A
28. Are there special provisions governing the marital home?		es es		VA Vo
29. Does the law provide for valuation of nonmonetary contributions?		'es		es es
Property rights	Married	Unmarried		Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Υ	'es	Y	'es
32. Do female and male surviving spouses have equal inheritance rights?	N	lo .	١	'és
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	N	lo .	1	Vo .
34. Are personal law courts recognized?	Υ	es es	1	lo .
35. Is a woman's testimony afforded equal weight to that of a man?	Υ	'es	Y	'es
Judicial representation				
36. How many justices are on the constitutional court?		7		9
37. Of those, how many are women?		2		1
38. Is the Chief Justice a woman?	N	lo	1	lo
Efficiency of procedure				
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?		es es		'es
	4.	3%	Ь	7%
PROVIDING INCENTIVES TO WORK				
Personal income tax 41. Are childcare payments tax deductible?	. A	lo .		es es
41. Are chilocate payments tax deductible!		:		:
O Anathon to distribution and the Control of the Co	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education		los		los
43. Is childcare subsidized or publicly provided?		es es		es es
44. Is primary education free and compulsory?	Y	'es	,	'es
Financial support and care 45. Does the government provide a child allowance to parents?		lo .		řes
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?		NO NO		es 'és
io. That employers provide reave to care for sick relatives:	ľ			

	KENYA				KOREA, REP.			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions Yes		Retailers No	Utilities Yes	Microfinance institutions N/A	
Discrimination		•				•		
Discrimination 49. Is discrimination in access to credit prohibited based on:		l Status No	Gender No			I Status No	Gender No	
·		10	INO			140	110	
GETTING A JOB								
Parental benefits Co. Doos the law mondate the following types of leaves	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 90	Yes 14	No N/A		Yes 90	Yes 3	No N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	2	N/A	
	Mother	Father			Mother	Father	· '	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections						:		
57. Does the law mandate equal remuneration for work of equal value?	Υ	es			N	: Vo		
58. Does the law mandate equal remarkation based on gender in hiring?		lo				'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				Vo		
60. Is dismissal of pregnant workers prohibited?		es				'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				'es		
62. Are nursing mothers entitled to nursing breaks?	N	lo			Υ	'es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			Υ	'es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			60	60		
65. When can one retire and get partial benefits?	50	50			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions		•				•		
67. Can women and men work the same night hours?)	⁄es			١	Yes		
68. Can women and men do the same jobs?		No				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in:	appropriate	Arduous
os. Can women work in these types of jobs in the same way as men.	Yes		es	Yes	No		es	Yes
70. Can women work in these occupations in the same way as men:	Mining	-	Construction	Other	Mining		Construction	Other
7.6	Yes	Yes	Yes	No	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting Yes	Other Yes		Yes	Heavy lifting Yes	Other Yes	
	YAS				103		. 103	
DDOTECTING WOMEN EDOM VIOLENCE	Yes	ies	103			•		
PROTECTING WOMEN FROM VIOLENCE	Yes	ies	, 103			,		
Domestic violence			, 10			,		
Domestic violence 72. Is there domestic violence legislation?	N	lo	, 10			'es		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N N	lo lo	, 10		N	/A		
Domestic violence 72. Is there domestic violence legislation?	N N	lo lo		Francois	N Y	/A 'es		Francoic
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	KOSOVO		KUWAIT			
REGION		Europe & Ce	ntral Asia		Middle East &	North Africa
INCOME GROUP		Lower middl	e income		High in	come
FEMALE POPULATION					1,400,	030
FEMALE LABOR FORCE PARTICIPATION					459	%
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	Y	es es		Y	'es	
2. If yes, does it mention gender?		es es			'es	
3. Does the constitution contain a clause on equality?	Υ	'es		Y	'es	
	Recognized	Invalid		Recognized		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Yes	Yes	
Quotas						
6. What are the quotas for women on corporate boards?		quota			quota	
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?		0%			quota	
9. What are the quotas for women on candidate lists for parliament?		quota			quota	
What are the guotas for women on candidate lists for local government?		quota			quota	
Rights of married and unmarried women	Married	Unmarried			Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		No No	Yes Yes	
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes	Yes		No Yes	Yes Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		No	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		No No	No	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	\	'es			lo	
23. Are wives required to obey their husbands?		Vo		_	lo	
24. Must spouses jointly financially maintain the family?		es es			lo	
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Partial	community of pro	operty	Sep	aration of prope	rty
26. Who administers marital property?		Both must agree			Original owner	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N	I/A		N	/A	
28. Are there special provisions governing the marital home?		No			No.	
29. Does the law provide for valuation of nonmonetary contributions?	Υ	'es		N	lo	
Property rights	Married	Unmarried			Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?		'es		_	lo .	
32. Do female and male surviving spouses have equal inheritance rights?	Y	'es		N	No.	
GOING TO COURT				_		
Equality of access						
33. Are customary law courts recognized?		No			lo ,	
34. Are personal law courts recognized?		No You		_	'es	
35. Is a woman's testimony afforded equal weight to that of a man?	T	'es		IN IN	lo	
Judicial representation 36. How many justices are on the constitutional court?		9			5	
37. Of those, how many are women?		2			0	
38. Is the Chief Justice a woman?		Vo.			lo .	
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?	Υ	'es		Y	'es	
40. If yes, what is the maximum amount (%GNI/capita)?		6%		_	1%	
PROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	N	No		N	No .	
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education						
43. Is childcare subsidized or publicly provided?	Υ	'es		Y	'es	
44. Is primary education free and compulsory?	Y	'es		Y	'es	
Financial support and care						
45. Does the government provide a child allowance to parents?	Y	'es		Y	'es	
46. Must employers provide leave to care for sick relatives?		No			lo	

DINI DINC CREDIT		KOS	000			KUW	VAIT	
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%		
47. Pillillinum Iodin amount covered by credit agencies (Activi/Capita):	0	70	ine e			: :	ine c	
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		Yes	No	No	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status Vo	Gender Yes			I Status No	Gender No	
·	ı	NO .	162			INU	INU	
GETTING A JOB								
Parental benefits TO Does the law mondate the following types of lower	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 270	Yes 2	Yes 3		Yes 70	No N/A	No N/A	
52. Who pays for such leave?	Emp & Gov	Emp	Emp		Emp	N/A	N/A	
53. What % of wages are paid?	63%	100%	100%		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	90	14	0		0	N/A	N/A	
1 1 7 7	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Y	es			١	No.		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	es			١	Vo		
59. Is it prohibited for prospective employers to ask about family status?	N	0			١	Vo.		
60. Is dismissal of pregnant workers prohibited?	Y	es			N	No .		
61. Are mothers guaranteed an equivalent position after maternity leave?		2S				Vo.		
62. Are nursing mothers entitled to nursing breaks?		0				'es		
63. Are parents entitled to flexible/part-time schedules?	N	0			ı	No .		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			N/A	N/A		
65. When can one retire and get partial benefits?	65	65			N/A	N/A		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		'es				No		
68. Can women and men do the same jobs?	\	'es				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate 'es	Arduous Yes	Hazardous No	 	appropriate lo	Arduou: No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	No	No	No	No
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		No	Yes	No	
	1.03							
PROTECTING WOMEN FROM VIOLENCE	103							
	103							
Domestic violence		25			1	No		
Domestic violence 72. Is there domestic violence legislation?	Y	es /A				No No		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y. N				N			
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y. N	/A	Emotional	Economic	N	No.	Emotional	Econom
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Y. N	/A lo	Emotional Yes	Economic Yes	1	lo lo	Emotional No	Econom No
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage explicitly criminalized? 90. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	YY N Physical Yes YY YY YY YY YY Legislation Yes Yes Yes Yes 18 N N N N N N N N N N N N N N N N N N	/A 10 Sexual Yes 25 25 25 25 25 25 25 2	Yes Criminal penalties Yes		Physical No Physical No Physical No Physical No Physical Physi	No N	Criminal penalties Yes	Econom No

	KYRGYZ REPUBLIC		BLIC	LAO PDR		
REGION		Europe & Central As	sia		East Asia 8	k Pacific
INCOME GROUP		Lower middle incon	ne		Lower midd	le income
FEMALE POPULATION		2,956,715			3,460,	737
FEMALE LABOR FORCE PARTICIPATION		60%			809	6
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?		'es			No	
2. If yes, does it mention gender?		'es			/A	
3. Does the constitution contain a clause on equality?		es .			es .	
	Recognized	Invalid		Recognized		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No No	N/A N/A		No No	N/A N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	INU	N/A		INO	N/A	
Quotas 6. What are the quotas for women on corporate boards?	No.	quota		No c	quota	
7. What are the quotas for women in parliament?		quota			quota	
What are the quotas for women in local government?		quota			quota	
9. What are the quotas for women on candidate lists for parliament?	3	0%		No o	quota	
10. What are the quotas for women on candidate lists for local government?	No (quota		No o	quota	
Rights of married and unmarried women	Married	Unmarried			Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		 Yes	 Yes	
14. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
15. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes		Yes Yes	Yes Yes	
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes	Yes Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		Yes	Yes	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?		'es			'es	
23. Are wives required to obey their husbands?		No			lo .	
24. Must spouses jointly financially maintain the family?	١	'es		Y	'es	
USING PROPERTY						
Marital property regime	D 11 1	20 6 1			011	
What is the default marital property regime? Who administers marital property?		community of property Both must agree			Other Both must agree	
		both must agree		·	botti illust agree	
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N	I/A		N	/A	
28. Are there special provisions governing the marital home?		No			No.	
29. Does the law provide for valuation of nonmonetary contributions?	١	'es		Y	'es	
Property rights	Married	Unmarried		Married	Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights					_	
31. Do sons and daughters have equal inheritance rights?	Υ	'es		Υ	'es	
32. Do female and male surviving spouses have equal inheritance rights?	}	'es		Y	'es	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?		'es			No .	
34. Are personal law courts recognized?		No.			lo ′	
35. Is a woman's testimony afforded equal weight to that of a man?	ì	'es		Y	'es	
Judicial representation 36. How many justices are on the constitutional court?		11		N	/A	
37. Of those, how many are women?		5			/A	
38. Is the Chief Justice a woman?		No			/A	
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?	1	No		N	lo	
40. If yes, what is the maximum amount (%GNI/capita)?	N	I/A		N	/A	
PROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	1	No		N	lo	
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		Yes	No	
Childcare and education		,				
43. Is childcare subsidized or publicly provided?		'es			No.	
44. Is primary education free and compulsory?	\ \	'es		Y	'es	
Financial support and care 45. Does the government provide a child allowance to parents?		'es		V	'es	
46. Must employers provide leave to care for sick relatives?		Vo .			'es	

	KYRGYZ REPUBLIC				LAO PDR			
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
47.1 million loan amount covered by create agencies (worth) capitaly.		:	Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	institutions Yes		Retailers No	Utilities No	institutions	
Discrimination		: Status	Gender			: Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	Yes			Vo	No	
GETTING A JOB								
	Manage Ma	D-4it-	Donnatal		Makamita	Data miles	Donostol	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	126	0	0		105	3	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Emp	Emp	N/A	
53. What % of wages are paid?	19%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	5	1039		0	0	N/A	
The state of the s	Mother	Father			Mother	Father	· '	
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections		,						
57. Does the law mandate equal remuneration for work of equal value?	N	lo			N	lo		
58. Does the law mandate equal remainstator for work or equal voice?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		es				lo		
60. Is dismissal of pregnant workers prohibited?		es				'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				lo		
62. Are nursing mothers entitled to nursing breaks?		es				'es		
63. Are parents entitled to flexible/part-time schedules?	Y	es			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	58	63			55	60		
65. When can one retire and get partial benefits?	58	63			55	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	\	⁄es			\	/es		
68. Can women and men do the same jobs?		No				/es		
·	Hazardous			Arduous	Hazardous			Arduous
69. Can women work in these types of jobs in the same way as men:	No		appropriate /es	No	Yes		appropriate es	Yes
70 C			-	Other	Mining			Other
/U. Can women work in these occupations in the same way as men:	Mining	: Factories	Construction	Utilei	PHHIIII	: Factories	Construction	
70. Can women work in these occupations in the same way as men:	Mining No	No No	No	No	Yes	Yes	Yes	Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	No		No		Yes		Yes	
	No	No	No		Yes	Yes	Yes	
	No Metalwork	No Heavy lifting	No Other		Yes Metalwork	Yes Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Metalwork	No Heavy lifting	No Other		Yes Metalwork	Yes Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	No Metalwork No	No Heavy lifting No	No Other		Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Metalwork No	No Heavy lifting No	No Other		Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Metalwork No Y	No Heavy lifting No No es /A	No Other No	No	Yes Metalwork Yes Yes	Yes Heavy lifting Yes es /A	Yes Other Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Metalwork No Y No Physical	No Heavy lifting No es /A lo Sexual	No Other No	No Economic	Yes Metalwork Yes Yes Yes Physical	Yes Heavy lifting Yes es /A es Sexual	Yes Other Yes Emotional	Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	No Metalwork No Y No Physical Yes Y Y Y Y Y	No Heavy lifting No es /A lo Sexual Yes es es	No Other No	No Economic	Yes Metalwork Yes Yes N Physical Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual No es lo lo lo es	Yes Other Yes Emotional	Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	No Metalwork No Y N Physical Yes Y Y Y Legislation	No Heavy lifting No Pess No Sexual Yes Pess Pess No Civil remedies	No Other No Emotional Yes Criminal penalties	No Economic	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Legislation	Yes Heavy lifting Yes Yes Sexual No es ses lo lo lo es es cy Civil remedies	Yes Other Yes Emotional Yes Criminal penalties	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No Metalwork No Physical Yes Yes Yes Yes Yes Yes Yes Legislation Yes Yes	No Heavy lifting No Sexual Yes es es ctivil remedies Yes Yes lo	No Other No Emotional Yes Criminal penalties No	No Economic	Yes Metalwork Yes Yes N Physical Yes N Y Legislation Yes No	Yes Heavy lifting Yes es Sexual No es Sexual Civil remedies No No	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
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	LATVIA			LEBANON		
REGION		Europe & Central A	Asia		Middle East & North Afric	a
INCOME GROUP		High income			Upper middle income	
FEMALE POPULATION		1,080,003			2,220,844	
FEMALE LABOR FORCE PARTICIPATION		73%			26%	
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?	Y	es es		N	lo	
2. If yes, does it mention gender?		No			/A	
3. Does the constitution contain a clause on equality?	Υ	es es		Ye	es	
	Recognized	Invalid		Recognized		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Yes	No	
Quotas	No.	aueta.		No. e	wata	
What are the quotas for women on corporate boards? What are the quotas for women in padiament? What are the quotas for women in padiament?		quota		No q		
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?		quota		No q	uota	
9. What are the quotas for women on candidate lists for parliament?		quota			uota	
10. What are the guotas for women on candidate lists for local government?		quota		No q		
Rights of married and unmarried women	Married	Unmarried			Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes N/A	Yes N/A		No N/A	No N/A	
21. Can a woman be "head of household" in the same way as a man?	IN/A	IN/A		IN/A	IN/A	
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	Y	'es		N	lo	
23. Are wives required to obey their husbands?		No .			lo	
24. Must spouses jointly financially maintain the family?		'es		Ye	·	
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?		Other		Sepi	aration of property	
26. Who administers marital property?		Both must agree			Original owner	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N	I/A		N,	/A	
28. Are there special provisions governing the marital home?	N	No		N	lo	
29. Does the law provide for valuation of nonmonetary contributions?	Υ	es es		N	lo	
Property rights	Married	Unmarried			Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?		es .		N		
32. Do female and male surviving spouses have equal inheritance rights?	Y	'es		N	lo	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?		No			lo	
34. Are personal law courts recognized?		No.			es	
35. Is a woman's testimony afforded equal weight to that of a man?	T	'es		16	es	
Judicial representation 36. How many justices are on the constitutional court?		7		1	0	
37. Of those, how many are women?		3)	
38. Is the Chief Justice a woman?		No		N		
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?	Υ	'es		Ye	es	
40. If yes, what is the maximum amount (%GNI/capita)?	18	8%		66	5%	
PROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	N	No		N	lo	
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education						
43. Is childcare subsidized or publicly provided?	Υ	es es		Ye	es	
44. Is primary education free and compulsory?	Y	'es		Ye	es	
Financial support and care						
45. Does the government provide a child allowance to parents?		/es			lo	
46. Must employers provide leave to care for sick relatives?	N	Vo		N	10	

	LATVIA				LEBANON			
BUILDING CREDIT								
Credit agencies		.01						
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	C	1%			C)%		
48. Do the following provide information to credit agencies:	Retailers	Utilities No	Microfinance institutions No		Retailers No	Utilities No	Microfinance institutions Yes	
Disaringia ation		-				•		
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender Yes			I <mark>l Status</mark> No	Gender No	
·		140	103			140	IVO	
GETTING A JOB			1			1		
Parental benefits Co. Does the law mondate the following types of leaves	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 112	Yes 10	Yes 547.5		Yes 70	No N/A	No N/A	
52. Who pays for such leave?	Gov	Gov	Gov		Emp	N/A	N/A	
53. What % of wages are paid?	80%	80%	Partially paid		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	0		0	N/A	N/A	
	Mother	Father			Mother	Father	· · · · · ·	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections		•				:		
57. Does the law mandate equal remuneration for work of equal value?	Y	'es			N	No		
58. Does the law mandate equal remained to have on gender in hiring?		Vo				No		
59. Is it prohibited for prospective employers to ask about family status?		'es				Vo		
60. Is dismissal of pregnant workers prohibited?		'es			Y	/es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Υ	'es			N	No		
62. Are nursing mothers entitled to nursing breaks?	Y	'es			١	No		
63. Are parents entitled to flexible/part-time schedules?	Υ	'es			1	No		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			64	64		
65. When can one retire and get partial benefits?	65	65			60	60		
66. What is the mandatory retirement age?	N/A	N/A			64	64		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	١	Yes			,	Yes		
68. Can women and men do the same jobs?	١	Yes				No		
60 C						,		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes	,	Yes	Yes	Yes	Υ	'es	Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	Yes Construction	Yes Other	Yes Mining	Y Factories	es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	Yes Mining Yes	Factories Yes	Construction Yes	Yes	Yes Mining No	Factories Yes	res Construction Yes	Yes
	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Yes Mining No Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes Mining Yes	Factories Yes	Construction Yes	Yes Other	Yes Mining No	Factories Yes	res Construction Yes	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Yes Mining No Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Yes Mining No Metalwork No	Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Yes Mining No Metalwork No	Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
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	LESOTHO			LIBERIA		
REGION		Sub-Saharan Africa		Sub-Sahar	an Africa	
INCOME GROUP		Lower middle income		Low in	come	
FEMALE POPULATION		1,060,985		2,181	,703	
FEMALE LABOR FORCE PARTICIPATION		60%		60	%	
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	١	'es		No		
2. If yes, does it mention gender?	١	'es		N/A		
3. Does the constitution contain a clause on equality?	١	'es		Yes		
	Recognized	Invalid	Recognize	d Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	Yes	Yes		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
Quotas						
6. What are the quotas for women on corporate boards?		quota		quota		
7. What are the quotas for women in parliament?		quota		quota		
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?		3%		o quota o quota		
What are the quotas for women on candidate lists for local government?		quota		o quota		
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes		
12. Can a woman apply for a national ID card in the same way as a man?			Yes	Yes		
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes		
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes		
15. Can a woman get a job in the same way as a man?16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes		
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes		
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes		
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes		
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A		
Division of responsibility within marriage		lo .		Yes		
Do spouses have equal rights to convey citizenship? Are wives required to obey their husbands?		NO NO		No		
24. Must spouses jointly financially maintain the family?		es es		Yes		
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Partial	community of property	S	eparation of prope	erty	
26. Who administers marital property?		Both must agree		Original owner	,	
Protecting a wife's interests		-		·		
27. If the husband administers property, is spousal consent required for major transactions?	N	/A		N/A		
28. Are there special provisions governing the marital home?	ı	lo		No		
29. Does the law provide for valuation of nonmonetary contributions?	١	'es		No		
Property rights	Married	Unmarried	Married	Unmarried		
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes		
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?		lo		Yes		
32. Do female and male surviving spouses have equal inheritance rights?	١	'es		Yes		
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?		'es		No		
34. Are personal law courts recognized?		lo (No		
35. Is a woman's testimony afforded equal weight to that of a man?	١	'es		Yes		
Judicial representation 26 How many justices are on the constitutional court?	Λ.	/A		5		
36. How many justices are on the constitutional court? 37. Of those, how many are women?		/A		2		
38. Is the Chief Justice a woman?		/A		No		
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?	١	'es		No		
40. If yes, what is the maximum amount (%GNI/capita)?		4%		N/A		
PROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	I	lo		No		
	Men	Women	Men	Women		
42. Are there tax deductions or credits specific to men/women?	No	No	No	No		
Childcare and education						
43. Is childcare subsidized or publicly provided?	- 1	No		Yes		
44. Is primary education free and compulsory?	١	'es		Yes		
Financial support and care						
45. Does the government provide a child allowance to parents?		No		No		
46. Must employers provide leave to care for sick relatives?		lo		No		

	LESOTHO				LIBERIA			
BUILDING CREDIT								
Credit agencies 41 Minimum John amount covered by credit agencies (VCNII (capita))?	N	/^			N.	1/4		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	IV	/A			IN	I/A ,		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions		Retailers N/A	Utilities N/A	Microfinance institutions N/A	
Discrimination		l Status	Gender			! Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No No	No	
·		10	IVO			140	IVO	
GETTING A JOB			1 2					
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes 84	No N/A	No N/A		Yes 90	No N/A	No N/A	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	Emp	N/A N/A	N/A N/A		Emp	N/A N/A	N/A N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
34. How much of such leave is unpaid (days):			IN/A			•	IN/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	IV/A	IN/A			IV/A	IN/A		
Workplace protections E7. Door the law mandate equal remuneration for work of equal value?	- 1	'oc				lo.		
57. Does the law mandate equal remuneration for work of equal value? F8. Does the law mandate production based on condex in history.		'es				No.		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo lo				lo lo		
59. Is it prohibited for prospective employers to ask about family status?60. Is dismissal of pregnant workers prohibited?		io 'es				vo 'es		
61. Are mothers quaranteed an equivalent position after maternity leave?		lo es				vo Vo		
62. Are nursing mothers entitled to nursing breaks?		es es				vo Vo		
63. Are parents entitled to flexible/part-time schedules?		10				NO No		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	70 70	70 70			60 50	60 50		
65. When can one retire and get partial benefits?	N/A	N/A			N/A	N/A		
66. What is the mandatory retirement age?	IN/A	IN/A			IN/A	: IN/A		
Working hours and industry restrictions		,				,		
67. Can women and men work the same night hours?		/es				Yes .		
68. Can women and men do the same jobs?		No				Yes		
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		r <mark>appropriate</mark> Yes	Arduous Yes	Hazardous Yes		appropriate es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
70. Can Homen How in these occupations in the same Hoy do men	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:			011		44 4 1 1			
	Metalwork	Heavy lifting) Other		Metalwork	Heavy lifting	Other	
	Metalwork Yes	Heavy lifting Yes	Yes		Yes	Heavy lifting Yes	Other Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence	Yes	Yes			Yes	Yes		
Domestic violence 72. Is there domestic violence legislation?	Yes	Yes Io			Yes	Yes No		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes N	Yes lo			Yes N	Yes No		
Domestic violence 72. Is there domestic violence legislation?	Yes N	Yes lo lo	Yes	Economic	Yes	Yes No No	Yes	Economic
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes N N Physical	Yes lo lo lo Sexual	Yes Emotional	Economic	Yes N N Physical	Yes No No Sexual	Yes Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes N Physical No	Yes lo lo lo Sexual No	Yes	Economic No	Yes Physical No	Yes Ves Vo Vo Sexual No	Yes	Economic No
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes N Physical No	Yes lo lo Sexual No	Yes Emotional		Yes Physical No	Yes No No No No No No No No	Yes Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes N Physical No	Yes lo lo lo Sexual No	Yes Emotional		Yes No	Yes No No No No No No No No No	Yes Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes No Physical No	Yes lo lo lo Sexual No lo	Yes Emotional		Yes Physical No	Yes No	Yes Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes No Physical No	Yes Io	Yes Emotional		Yes Physical No	Yes No	Yes Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes No Physical No N N N N N N N N N N N N N N N N N N	Yes Io I	Yes Emotional		Yes Physical No No No No No No No No No N	Yes Ves Ves No No No No No No No No No N	Yes Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes No Physical No	Yes Io lo lo Sexual No lo	Yes Emotional		Yes Physical No	Yes Yes No No No No No No No No No N	Yes Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes No Physical No	Yes Io	Yes Emotional No Criminal		Yes Physical No	Yes Ves Ves Sexual No No No No No No No No No N	Yes Emotional No Criminal	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes No Physical No N N Legislation	Yes lo lo lo lo Sexual No lo	Yes Emotional No Criminal penalties		Yes Physical No No Legislation	Yes No	Yes Emotional No Criminal penalties	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes No Physical No N N N Legislation Yes	Yes lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical No No Legislation	Yes No	Yes Emotional No Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment**	Yes No Physical No N N Legislation Yes Yes	Yes lo lo lo lo Sexual No lo	Yes Emotional No Criminal penalties		Yes Physical No No No No No Legislation No	Yes No	Yes Emotional No Criminal penalties	
Domestic violence 7.2. Is there domestic violence legislation? 7.3. If not, are there aggravated penalties for offenses between spouses/family members? 7.4. Are there clear criminal penalties for domestic violence? 7.5. Does domestic violence legislation cover the following abuse: 7.6. Does domestic violence legislation protect family members? 7.7. Does domestic violence legislation protect former spouses? 7.8. Does domestic violence legislation protect unmarried intimate partners? 7.9. Do protection orders for domestic violence exist? 8.0. Do protection orders for domestic violence remove the perpetrator from the home? 8.1. Do protection orders for domestic violence prohibit contact? 8.2. Is there a specialized court/procedure for domestic violence? Sexual harassment 8.3. To protect against sexual harassment, do the following exist: 8.4. Do the following exist concerning sexual harassment in employment:	Yes No Physical No N N N Legislation Yes Yes	Yes Io lo lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical No No No No No Legislation No No	Yes Yes No No No No Civil remedies No No	Yes Emotional No Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes No Physical No N N Legislation Yes Yes	Yes Io lo lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical No No No No Legislation No No	Yes Yes No No No No No No No No No N	Yes Emotional No Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes No Physical No N N N Legislation Yes Yes	Yes Io lo lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical No No No No No Legislation No No	Yes No Sexual No No No Civil remedies No No No No No No No No No N	Yes Emotional No Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Physical No No Legislation Yes Yes No No No No No No No No No N	Yes Io	Emotional No Criminal penalties No		Physical No Physical	Yes Ves Ves Ves Ves Ves Ves Ves	Yes Emotional No Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Physical No N N N Legislation Yes Yes N N N N N Legislation Yes Yes	Yes lo lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical No No Legislation No No Boys 21	Yes No	Yes Emotional No Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Physical No N N N N N N N Legislation Yes Yes 18 N N N N N N N N N N N N N N N N N N	Yes lo lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical No No No Legislation No No No Yes	Yes Ves Ves Ves Ves Ves Ves Ves	Yes Emotional No Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Physical No N N N N N N N Legislation Yes Yes 18 N N N N N N N N N N N N N N N N N N	Yes lo lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical No No No Legislation No No No Yes	Yes Ves Ves Ves Ves Ves Ves Ves	Yes Emotional No Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes No Physical No N N N N N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	Yes Io lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical No No No No Legislation No No No Y Y Y	Yes Ves Ves Ves Ves Ves Ves Ves	Yes Emotional No Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes No Physical No N N N N N N N N N N N N	Yes Ves Ves Ves Ves Ves Ves Ves	Emotional No Criminal penalties No		Yes Physical No Physical Physical No Physical Physica	Yes No	Yes Emotional No Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes No Physical No No No No No No No No No N	Yes Io lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical No Physical No No No Legislation No No Physical No No No No No No Physical No	Yes Ves Ves Ves Ves Ves Ves Ves	Yes Emotional No Criminal penalties No	Economic No

	LITHUANIA			LUXEMBOURG		
REGION		Europe & Central Asia		High income: OECD		
INCOME GROUP		High income		High income		
FEMALE POPULATION		1,581,028		279,181		
FEMALE LABOR FORCE PARTICIPATION		71%		62%		
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	M	lo .	1	Vo		
2. If yes, does it mention gender?		/A		I/A		
3. Does the constitution contain a clause on equality?	Υ	'és	Y	'es		
	Recognized	Invalid	Recognized			
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
Quotas	N.					
6. What are the quotas for women on corporate boards?		quota		quota		
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?		quota		quota quota		
9. What are the quotas for women on candidate lists for parliament?		quota		quota		
What are the guotas for women on candidate lists for local government?		quota		quota		
Rights of married and unmarried women	Married	Unmarried		Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes		
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes		
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes		
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes		
15. Can a woman get a job in the same way as a man?16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes		
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes		
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes		
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes		
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A		
Division of responsibility within marriage				,		
22. Do spouses have equal rights to convey citizenship?		es		/es		
23. Are wives required to obey their husbands?		Vo Yes		Vo 'es		
24. Must spouses jointly financially maintain the family?	T	es	,	es		
USING PROPERTY						
Marital property regime	Dortini	community of property	Dortiol	community of property		
25. What is the default marital property regime? 26. Who administers marital property?		community of property Both must agree		community of property Both must agree		
		both must agree		both must agree		
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N	/A	Λ.	I/A		
28. Are there special provisions governing the marital home?		es es		/es		
29. Does the law provide for valuation of nonmonetary contributions?		'es		'es		
Property rights	Married	Unmarried	Married	Unmarried		
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes		
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	Y	'és	Y	es es		
32. Do female and male surviving spouses have equal inheritance rights?	Υ	'es	Y	'es		
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	N	No	1	No		
34. Are personal law courts recognized?	N	lo .	1	No		
35. Is a woman's testimony afforded equal weight to that of a man?	Υ	'es	١	⁄es		
Judicial representation						
36. How many justices are on the constitutional court?		9		9		
37. Of those, how many are women?		2		3		
38. Is the Chief Justice a woman?	M	No	1	No		
Efficiency of procedure		_				
39. Is there a small claims court/fast track procedure?		'es		res		
40. If yes, what is the maximum amount (%GNI/capita)?	1.	3%	1	8%		
PROVIDING INCENTIVES TO WORK						
Personal income tax				,		
41. Are childcare payments tax deductible?		lo :		es :		
	Men	Women	Men	Women		
42. Are there tax deductions or credits specific to men/women?	No	No	No	No		
Childcare and education						
43. Is childcare subsidized or publicly provided?		es		/es		
44. Is primary education free and compulsory?	Y	es es	١	⁄es		
Financial support and care		_		,		
45. Does the government provide a child allowance to parents?		es es		es es		
46. Must employers provide leave to care for sick relatives?	Y	'es	Y	'es		

	LITHUANIA				LUXEMBOURG			
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			N	/A		
		:	Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	institutions Yes		Retailers N/A	Utilities N/A	institutions N/A	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	Yes			Vo	Yes	
·			. 103				103	
GETTING A JOB		D. 1				D. 1		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity Yes	Parental Yes	
51. How much of such leave is paid (days)?	126	30	309		112	res 2	180	
52. Who pays for such leave?	Gov	Gov	Gov		Gov	Emp	Gov	
53. What % of wages are paid?	100%	100%	100%		100%	100%	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	365		0	0	0	
3 i normach or sach leare is anjual (adys).	Mother	Father	: 505		Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			0	0		
	U	: 0			- U	:		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		'es			\.	es :		
58. Does the law mandate equal remaineration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo es				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es es				es		
61. Are mothers quaranteed an equivalent position after maternity leave?		'es				'es		
62. Are nursing mothers entitled to nursing breaks?		'es				'es		
63. Are parents entitled to flexible/part-time schedules?		'es				lo		
	Women	Men			Women	Men		
Retirement & pensions 64. When can one retire and get full benefits?	65	65			65	65		
65. When can one retire and get namberleits?	60	60			65	65		
66. What is the mandatory retirement age?	N/A	N/A			65	65		
	IV/A	IVA			05	0.5		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	/es			١	/es		
68. Can women and men do the same jobs?		es /es				es /es		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous Yes		appropriate es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
,	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		f	Other		Metalwork	Heavy lifting	Other	
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting			\/			
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Yes	Yes		Yes	Yes	Yes	
<u> </u>					Yes	Yes		
PROTECTING WOMEN FROM VIOLENCE					Yes	Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes	Yes						
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes	Yes 'es			Y	es		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Y	Yes es /A			Y	es /A		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Yes N	Yes es /A	Yes	Fronomic	Y N Y	es /A	Yes	Fconomic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Yes N Physical	Yes es /A lo Sexual	Yes Emotional	Economic Vac	Y N Y Physical	es /A es Sexual	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Yes N Physical Yes	Yes Yes Yes Yes Yes	Yes	Economic Yes	N N Physical Yes	es //A es Sexual Yes	Yes	Economic No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Yes N Physical Yes Yes	Yes es /A lo Sexual Yes es	Yes Emotional		Physical Yes	es //A es Sexual Yes es	Yes Emotional	
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes Physical Yes Yes Yes Yes Yes Yes No Legislation Yes No Boys 18	Yes es //A lo Sexual Yes es ses es ses es ses Mo No lo Girls 18	Fes Yes Emotional Yes Criminal penalties Yes		Physical Yes	es Sexual Yes es Sexual Yes es Ses es Ses es Ses es Ses Givil remedies Yes Yes Oldo Oldo Girls 18	Yes Emotional Yes Criminal penalties No	
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes N Physical Yes Yes Y Y Y Legislation Yes N Boys 18 Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes es //A lo Sexual Yes es es es es es es es final Civil remedies No No lo lo Girls 18 es es es es	Fes Yes Emotional Yes Criminal penalties Yes		Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes Nes Nes Nes Nes Nes Nes Nes Nes Nes N	es Sexual Yes es e	Yes Emotional Yes Criminal penalties No	Economic No

		MACEDONIA, FYR		MADAGASCAR
REGION		Europe & Central Asia		Sub-Saharan Africa
INCOME GROUP		Upper middle income		Low income
EMALE POPULATION		1,052,739		11,822,431
EMALE LABOR FORCE PARTICIPATION		51%		88%
CCESSING INSTITUTIONS				
Constitutional rights				
. Does the constitution contain a clause on nondiscrimination?	Y	25	,	⁄es
. If yes, does it mention gender?	Y	25	١	⁄es
. Does the constitution contain a clause on equality?	Y	es es	١	⁄es
	Recognized	Invalid	Recognized	Invalid
l. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
What are the quotas for women on corporate boards?	No c			quota
What are the quotas for women in parliament?	No o			quota
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?	No o			quota
What are the quotas for women on candidate lists for local government?	33			quota
rights of married and unmarried women	Married	Unmarried	Married	Unmarried
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
2. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
Can a woman get a job in the same way as a man? Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
7. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
8. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
9. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
0. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	Yes
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A	No	Yes
Division of responsibility within marriage 2. Do spouses have equal rights to convey citizenship?	V	25		No
3. Are wives required to obey their husbands?	N			No No
4. Must spouses jointly financially maintain the family?		25		/es
SING PROPERTY				
Marital property regime				
15. What is the default marital property regime?	Partial o	ommunity of property	Partial	community of property
6. Who administers marital property?		oth must agree		Both must agree
Protecting a wife's interests				
7. If the husband administers property, is spousal consent required for major transactions?	N	'A	1	I/A
8. Are there special provisions governing the marital home?	N	0		No
9. Does the law provide for valuation of nonmonetary contributions?	Y	es es	,	/es
Property rights	Married	Unmarried	Married	Unmarried
O. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
nheritance rights				
1. Do sons and daughters have equal inheritance rights?		es es		/es
2. Do female and male surviving spouses have equal inheritance rights?	Y	25	· · · · · · · · · · · · · · · · · · ·	⁄es
DING TO COURT				
quality of access				
3. Are customary law courts recognized?	N			No No
4. Are personal law courts recognized?		0		No Yes
5. Is a woman's testimony afforded equal weight to that of a man?	Yı	es es		ies —
udicial representation 6. How many justices are on the constitutional court?	(9
7. Of those, how many are women?				4
8. Is the Chief Justice a woman?		es .		No
ifficiency of procedure				
9. Is there a small claims court/fast track procedure?	Y	es .		No
D. If yes, what is the maximum amount (%GNI/capita)?	74	%	١	I/A
ROVIDING INCENTIVES TO WORK				
ersonal income tax				
1. Are childcare payments tax deductible?	٨	0		No
	Men	Women	Men	Women
2. Are there tax deductions or credits specific to men/women?	No	No	No	No
hildcare and education				
3. Is childcare subsidized or publicly provided?		25		No
4. Is primary education free and compulsory?	Y	25	,	res .
inancial support and care				
5. Does the government provide a child allowance to parents?	V	25		No
6. Must employers provide leave to care for sick relatives?		0		/es

	MACEDONIA, FYR				MADAGASCAR			
BUILDING CREDIT								
Credit agencies		0.4						
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			N	/A		
48. Do the following provide information to credit agencies:	Retailers No	Utilities Yes	Microfinance institutions Yes		Retailers N/A	Utilities N/A	Microfinance institutions N/A	
Discrimination		l Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
GETTING A JOB								
Parental benefits	Matamitu	Datamitu	Parental		Matamitu	Dotomitu	Davantal	
50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Yes		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	270	N/A	0		98	N/A	N/A	
52. Who pays for such leave?	Gov	N/A	N/A		Emp & Gov	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	90		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		lo			N	0		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	'es			N	lo		
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	lo		
60. Is dismissal of pregnant workers prohibited?	Y	'es			Y	es		
61. Are mothers guaranteed an equivalent position after maternity leave?	N	lo			N	0		
62. Are nursing mothers entitled to nursing breaks?	Y	'es				es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	0		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	62	64			55	60		
65. When can one retire and get partial benefits?	62	64			55	60		
66. What is the mandatory retirement age?	64	64			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	١	/es			١	'es		
68. Can women and men do the same jobs?		No			- 1	No.		
69. Can women work in these types of jobs in the same way as men:	Hazardous	·	appropriate	Arduous	Hazardous		appropriate	Arduous
	Yes	,	⁄es	Yes	No	١	No	No
70.6	Mining	Encharies	Construction	Other	Minima	Encharies	Construction	Other
70. Can women work in these occupations in the same way as men:	Mining No		Construction No	Other Yes	Mining No		Construction No	Other Yes
	No	No	No	Other Yes	No	No	No	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	No		No		No		No	
71. Can women work on these tasks in the same way as men:	No Metalwork	No Heavy lifting	No Other		No Metalwork	No Heavy lifting	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Metalwork	No Heavy lifting	No Other		No Metalwork	No Heavy lifting	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	No Metalwork Yes	No Heavy lifting Yes	No Other		No Metalwork Yes	No Heavy lifting No	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Metalwork Yes	No Heavy lifting Yes	No Other		No Metalwork Yes	No Heavy lifting No	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Metalwork Yes	No Heavy lifting Yes es /A	No Other		No Metalwork Yes	No Heavy lifting No Personal Property of the	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Metalwork Yes	No Heavy lifting Yes es /A es	No Other Yes	Yes	No Metalwork Yes Yes	No Heavy lifting No No	No Other No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Metalwork Yes Yes Yes Physical	No Heavy lifting Yes es /A es Sexual	No Other Yes	Yes Economic	No Metalwork Yes Yes Yes Physical	No Heavy lifting No No 25 /A 25 Sexual	No Other No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	No Metalwork Yes Yes Yes Physical Yes	No Heavy lifting Yes es /A es Sexual Yes	No Other Yes	Yes	No Metalwork Yes Yes Yes Physical Yes	No Heavy lifting No No 2S /A 2S Sexual No	No Other No	Yes
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No Metalwork Yes Yes No Physical Yes Yes Yes Yes	No Heavy lifting Yes es /A es Sexual Yes es es es es	No Other Yes	Yes Economic	No Metalwork Yes Yes No Physical Yes No	No Heavy lifting No 25 Sexual No 25 00 00 00	No Other No	Yes
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	No Metalwork Yes Yes Physical Yes Y Y Legislation	No Heavy lifting Yes es /A es Sexual Yes es	No Other Yes Emotional Yes Criminal penalties	Yes Economic	No Metalwork Yes Yes Yes Physical Yes N N N N N N Legislation	No Heavy lifting No 25 Sexual No 26 No 10 10 10 10 10 10 10 10 10 10 10 10 10	No Other No Emotional No Criminal penalties	Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	No Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Legislation Yes	No Heavy lifting Yes es Sexual Yes es e	No Other Yes Emotional Yes Criminal penalties No	Yes Economic	No Metalwork Yes Yes Physical Yes N N N N N Legislation Yes	No Heavy lifting No 25 Sexual No 26 No 10 10 10 10 10 10 10 10 10 10 10 10 10	No Other No Emotional No Criminal penalties Yes	Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes es Sexual Yes es es es es es es es ey es ey	No Other Yes Emotional Yes Criminal penalties	Yes Economic	No Metalwork Yes Yes Yes Physical Yes N N N N N Legislation Yes Yes	No Heavy lifting No Sexual No Sexual No Civil remedies Yes Yes	No Other No Emotional No Criminal penalties	Yes
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		MAL			MALAYSIA
REGION		Sub-Saha	ran Africa		East Asia & Pacific
NCOME GROUP		Low in	ncome		Upper middle income
FEMALE POPULATION		8,389	9,623		15,527,460
EMALE LABOR FORCE PARTICIPATION		85	%		47%
CCESSING INSTITUTIONS					
Constitutional rights					
. Does the constitution contain a clause on nondiscrimination?	Υ	es		Ye	es
. If yes, does it mention gender?	Υ	es		Ye	es
. Does the constitution contain a clause on equality?	Υ	es		Ye	es
	Recognized	Invalid		Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		Yes	No
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Yes	No
Duotas					
. What are the quotas for women on corporate boards?	No o	juota		No q	iuota
. What are the quotas for women in parliament?		, juota		No q	
What are the quotas for women in local government?		juota		No q	
. What are the quotas for women on candidate lists for parliament?		uota		No q	
0. What are the quotas for women on candidate lists for local government?		uota		No q	
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried
1. Can a woman apply for a passport in the same way as a man?	No	Yes		Yes	Yes
2. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A		Yes	Yes
3. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes
4. Can a woman travel outside her home in the same way as a man?	Yes	Yes		No	Yes
5. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes
6. Can a woman sign a contract in the same way as a man? 7. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes
8. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes
9. Can a woman choose where to live in the same way as a man?	Yes	Yes		No	Yes
O. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		No	No
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A
Division of responsibility within marriage					
2. Do spouses have equal rights to convey citizenship?	N	lo		N	lo
3. Are wives required to obey their husbands?	N	lo		Ye	es
4. Must spouses jointly financially maintain the family?	Υ	es		N	lo
SING PROPERTY					
Marital property regime				_	
15. What is the default marital property regime?	Sen	aration of prop	ertv	Sen	aration of property
6. Who administers marital property?		Original owner	/	_	Original owner
Protecting a wife's interests					
7. If the husband administers property, is spousal consent required for major transactions?	N	/A		N,	/A
18. Are there special provisions governing the marital home?		lo		N.	
9. Does the law provide for valuation of nonmonetary contributions?	N	lo		Ye	es
Property rights	Married	Unmarried		Married	Unmarried
Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes
nheritance rights					
Do sons and daughters have equal inheritance rights?	٧	es		N	In
Do formale and male surviving spouses have equal inheritance rights?		es		N	
		c5			10
OING TO COURT					
Equality of access					
3. Are customary law courts recognized?		lo			lo
4. Are personal law courts recognized?		lo 		Ye	
5. Is a woman's testimony afforded equal weight to that of a man?	Y	es		Ye	es
udicial representation		11			/^
6. How many justices are on the constitutional court?		1		N,	
7. Of those, how many are women? 8. Is the Chief Justice a woman?		4		_	/A /^
	N	lo		N,	/A
Efficiency of procedure A le thora a small claims court /fact track procedure?	. V	oc		- V	nc .
9. Is there a small claims court/fast track procedure? 0. If yes, what is the maximum amount (%GNI/capita)?		es %		Ye 15	
	5	70		15	70
ROVIDING INCENTIVES TO WORK					
Personal income tax		l-			1.
1. Are childcare payments tax deductible?	N	lo		N	
	Men	Women		Men	Women
2. Are there tax deductions or credits specific to men/women?	No	No		Yes	No
Childcare and education					
3. Is childcare subsidized or publicly provided?	N	lo		Ye	es
4. Is primary education free and compulsory?	Y	es		Ye	es
Financial support and care					
5. Does the government provide a child allowance to parents?	N	lo		N	lo

	MALAWI					MALAYSIA			
BUILDING CREDIT									
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A				1%			
47. Fillilling Hour amount covered by create agencies (warm/capita):	10	; :				:	. nat C		
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	Microfinance institutions N/A		Retailers Yes	Utilities Yes	Microfinance institutions No		
Discrimination		Status	Gender			l Status	Gender		
49. Is discrimination in access to credit prohibited based on:		Vo	No			No No	No		
·			: 110						
GETTING A JOB			1 2						
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental No		
51. How much of such leave is paid (days)?	56	N/A	N/A		60	N/A	N/A		
52. Who pays for such leave?	Emp	N/A	N/A		Emp	N/A	N/A		
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A		
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A		
3 i non mach of sach care is anjoin (au) 3.	Mother	Father	: 14/1		Mother	Father	,,,,		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
	14//1	14//			14//1	: 14/11			
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		es				i. No			
58. Does the law mandate equal remuneration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo				NO NO			
59. Is it prohibited for prospective employers to ask about family status?		lo				NO No			
60. Is dismissal of pregnant workers prohibited?		es				es			
61. Are mothers guaranteed an equivalent position after maternity leave?		es				Vo			
62. Are nursing mothers entitled to nursing breaks?		lo				Vo			
63. Are parents entitled to flexible/part-time schedules?		lo				Vo			
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	50	50			60	60			
65. When can one retire and get rain betteries:	50	50			55	55			
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A			
Working hours and industry restrictions	, , .	,,,,			14//				
67. Can women and men work the same night hours?	\	es/es			١	Yes			
68. Can women and men do the same jobs?		es/es				No			
·									
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous Yes		appropriate es	Arduous Yes	
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining	1	Construction	Other	
	Yes	Yes	Yes	Yes	No	No	No	Yes	
71. Can women work on these tasks in the same way as men:	Motolyyork	Heavy lifting	Other		Metalwork	Heavy lifting	Other		
	Mergimork	meavy munic			W				
	Yes	Yes	Yes		Yes	Yes	No		
PROTECTING WOMEN FROM VIOLENCE			Yes		Yes	Yes	No		
PROTECTING WOMEN FROM VIOLENCE			Yes		Yes	Yes	No		
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes	Yes	Yes				No		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes	Yes	Yes		Y	'es	No		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Y	Yes es /A	Yes		Y	es /A	No		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Yes N	Yes es /A es		Fronomic	Y N Y	'es I/A		Fconomic	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Yes N Physical	Yes es /A es Sexual	Emotional	Economic Vac	Y N Y Physical	res //A res Sexual	Emotional		
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		MALDIVES			MALI	
REGION		South Asia			Sub-Saharan A	frica
INCOME GROUP		Upper middle income			l ow incom	
FEMALE POPULATION		174,623			7,819,851	
FEMALE LABOR FORCE PARTICIPATION		58%			52%	
ACCESSING INSTITUTIONS		30 //			32 /0	
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	Υ	25		Ye	es	
2. If yes, does it mention gender?		25		Ye		
B. Does the constitution contain a clause on equality?	Υ	25		Ye	es	
	Recognized	Invalid	Recog	nized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	N	0	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	N	0	N/A	
Quotas						
5. What are the quotas for women on corporate boards?	No o	uota		No q	luota	
7. What are the quotas for women in parliament?		uota		No q		
B. What are the quotas for women in local government?		uota		No q		
). What are the quotas for women on candidate lists for parliament?		uota		No q		
What are the quotas for women on candidate lists for local government?		uota		No q		
Rights of married and unmarried women 1. Can a woman apply for a passport in the same way as a man?	Married Yes	Unmarried Yes	Man N	_	Unmarried Yes	
Can a woman apply for a passport in the same way as a man? Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Ye		Yes	
3. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Ye		Yes	
4. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Ye		Yes	
5. Can a woman get a job in the same way as a man?	Yes	Yes	Ye		Yes	
6. Can a woman sign a contract in the same way as a man?	Yes	Yes	Ye		Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes	Ye		Yes	
Can a woman open a bank account in the same way as a man? Gan a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes	Ye N		Yes Yes	
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	N Ye		Yes	
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N		Yes	
Division of responsibility within marriage	,					
2. Do spouses have equal rights to convey citizenship?	Υ	25		Ye	es	
3. Are wives required to obey their husbands?	N	0		Ye	es	
24. Must spouses jointly financially maintain the family?	N	0		N	lo	
ISING PROPERTY						
Marital property regime						
25. What is the default marital property regime?		No default		Sepa	aration of property	
26. Who administers marital property?		Original owner			Original owner	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N	/A		N/	/A	
28. Are there special provisions governing the marital home?	N	0		N	lo	
19. Does the law provide for valuation of nonmonetary contributions?	١	0		N	lo	
Property rights	Married	Unmarried	Man	ried	Unmarried	
10. Do men and women have equal ownership rights to property?	Yes	Yes	Y€	!S	Yes	
nheritance rights						
1. Do sons and daughters have equal inheritance rights?	Y	25		Ye	es	
2. Do female and male surviving spouses have equal inheritance rights?	Y	25		Ye	es	
OING TO COURT						
Equality of access						
3. Are customary law courts recognized?	N	0		N	lo	
4. Are personal law courts recognized?		es		N		
5. Is a woman's testimony afforded equal weight to that of a man?	Y	es		Ye	es	
ludicial representation						
6. How many justices are on the constitutional court?		7		9		
77. Of those, how many are women?)		3		
8. Is the Chief Justice a woman?	N	0		Ye	es	
Efficiency of procedure						
9. Is there a small claims court/fast track procedure?		25		N		
0. If yes, what is the maximum amount (%GNI/capita)?	436	3%		N/	/A	
ROVIDING INCENTIVES TO WORK						
Personal income tax		la .		, ,	lo.	
1. Are childcare payments tax deductible?		0		N		
	Men	Women	Me		Women	
2. Are there tax deductions or credits specific to men/women?	No	No	N	0	No	
Childcare and education		_				
3. Is childcare subsidized or publicly provided?		0		Ye		
4. Is primary education free and compulsory?	Y	25		Ye	es	
inancial support and care		_				
15. Does the government provide a child allowance to parents? 16. Must employers provide leave to care for sick relatives?		0		Ye		
		es		Ye	PS	

	MALDIVES				MALI			
BUILDING CREDIT								
Credit agencies		0/			400	720/		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			13	72%		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions		Retailers No	Utilities No	Microfinance institutions No	
Discrimination		! Status	Gender			! Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No No	No	
·		10	. 110			110	110	
GETTING A JOB		D. 1				D. 1		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	60	3	0		98	3	N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Gov	Gov	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	365		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections		•						
57. Does the law mandate equal remuneration for work of equal value?	N	lo			N	No		
58. Does the law mandate nondiscrimination based on gender in hiring?		es				Vo.		
59. Is it prohibited for prospective employers to ask about family status?		lo			N	Vo.		
60. Is dismissal of pregnant workers prohibited?	Y	'es			Y	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	'es			Y	'es		
62. Are nursing mothers entitled to nursing breaks?	Y	'es			Y	'es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			١	No.		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			58	58		
65. When can one retire and get partial benefits?	65	65			53	53		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?)	/es			,	Yes		
68. Can women and men do the same jobs?	Y	⁄es				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
70.6	Yes Mining	-	/es Construction	Yes Other	No Mining	1	lo Construction	No Other
70. Can women work in these occupations in the same way as men:	Yes	Yes	Yes	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting		103		Heavy lifting		103
The can work of these tasis in the same may as men.	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE		•				•		
Domestic violence								
Domestic violence								
73 letters describe delegation le delegation	V					1-		
72. Is there domestic violence legislation?		es .				No .		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N,	/A			١	No		
	N, Ye	/A es	Frational	Francois	1	lo lo	Functional	Feenemie
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N, Ye Physical	/A es Sexual	Emotional	Economic	Physical	lo Sexual	Emotional	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N, Ye Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes	Physical No	No Sexual No	Emotional No	Economic No
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		MALTA			MAURITANIA
REGION		Middle East & North	n Africa		Sub-Saharan Africa
INCOME GROUP		High income			Lower middle income
FEMALE POPULATION		213,853			1,977,795
FEMALE LABOR FORCE PARTICIPATION		48%			29%
ACCESSING INSTITUTIONS					
Constitutional rights					
1. Does the constitution contain a clause on nondiscrimination?	١	'es		١	No.
2. If yes, does it mention gender?		'es			/A
3. Does the constitution contain a clause on equality?	١	'es		Υ	· es
	Recognized	Invalid		Recognized	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Yes	No
Quotas				N	
6. What are the quotas for women on corporate boards?		quota			quota
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?		quota quota			· 0 0%
9. What are the quotas for women on candidate lists for parliament?		quota			0%
What are the guotas for women on candidate lists for local government?		quota			quota
Rights of married and unmarried women	Married	Unmarried			Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes
15. Can a woman get a job in the same way as a man?16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		No Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		No	No
21. Can a woman be "head of household" in the same way as a man?	Yes	Yes		No	Yes
Division of responsibility within marriage					
22. Do spouses have equal rights to convey citizenship?		es .			lo
23. Are wives required to obey their husbands?		lo			lo
24. Must spouses jointly financially maintain the family?	Y	'es		IV.	lo
USING PROPERTY					
Marital property regime	D 11.1	2. 6			
25. What is the default marital property regime?		community of propert	У	Sep	aration of property
26. Who administers marital property?		Both must agree			Other
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N	/A		N	/A
Are there special provisions governing the marital home?		es es			VA Vo
29. Does the law provide for valuation of nonmonetary contributions?		'es			lo
Property rights	Married	Unmarried			Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes		No	Yes
Inheritance rights					1
31. Do sons and daughters have equal inheritance rights?)	'es		N	lo
32. Do female and male surviving spouses have equal inheritance rights?		'es			No
GOING TO COURT					
Equality of access					
33. Are customary law courts recognized?	1	lo		N	lo
34. Are personal law courts recognized?		lo .			'es
35. Is a woman's testimony afforded equal weight to that of a man?	Υ	'es		N	Vo
Judicial representation					
36. How many justices are on the constitutional court?		21			6
37. Of those, how many are women?		6			0
38. Is the Chief Justice a woman?	1	lo .		N	Vo .
Efficiency of procedure					
39. Is there a small claims court/fast track procedure?	١	'es		N	lo
40. If yes, what is the maximum amount (%GNI/capita)?	2	1%		N	/A
PROVIDING INCENTIVES TO WORK					
Personal income tax					
41. Are childcare payments tax deductible?	١	'es		N	lo
	Men	Women		Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No		No	No
Childcare and education					
43. Is childcare subsidized or publicly provided?	Υ	'es		N	lo
44. Is primary education free and compulsory?	Y	'es		Υ	es es
Financial support and care					
45. Does the government provide a child allowance to parents?		'es			'es
46. Must employers provide leave to care for sick relatives?		'es		N	No

	MALTA				MAURITANIA			
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	N	/A			1	%		
47. Pililillidi Todi allouit covered by credit agencies (Aodit/Capita):	10	, H	·			70	·	
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	Microfinance institutions N/A		Retailers No	Utilities No	Microfinance institutions No	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	Yes			No	No	
·			. 103					
GETTING A JOB						D. 1		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	126	1	0		98	N/A	N/A	
52. Who pays for such leave?	Emp & Gov	Emp	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	82%	100%	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	120		0	N/A	N/A	
3 in the indicate of section to supplie (edgs).	Mother	Father	: 120		Mother	Father	,,,,	
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	14/11	14//			14/71	: 14/11		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	V	es				: Vo		
58. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		es				vo 'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo Vo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers quaranteed an equivalent position after maternity leave?		es				'es		
62. Are nursing mothers entitled to nursing breaks?		lo				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				Vo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			55	60		
65. When can one retire and get partial benefits?	65	65			55	60		
66. What is the mandatory retirement age?	65	65			55	60		
	- 03	. 03			33	: 00		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	es es			,	Yes		
68. Can women and men do the same jobs?		es es				No		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous No		appropriate lo	Arduous No
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining	1	Construction	Other
	Yes	Yes	Yes	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
					Yes	Yes	Yes	
	Yes	Yes	Yes				103	
PROTECTING WOMEN FROM VIOLENCE	Yes	Yes	Yes				163	
	Yes	Yes	Yes				, 16	
Domestic violence			Yes		h	No.	16	
Domestic violence 72. Is there domestic violence legislation?	Y	es	Yes			No No		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y	es /A	Yes		١	No	103	
Domestic violence 72. Is there domestic violence legislation?	Y N Y	es /A		Fronomic	1	lo lo		Fronomic
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		MAURITI	US		MEXICO
REGION		Sub-Saharan A	Africa		Latin America & Caribbean
INCOME GROUP		Upper middle ir	ncome		Upper middle income
FEMALE POPULATION		639,144			63,806,469
FEMALE LABOR FORCE PARTICIPATION		49%			48%
ACCESSING INSTITUTIONS					
Constitutional rights					
1. Does the constitution contain a clause on nondiscrimination?	١	es es		Ye	25
2. If yes, does it mention gender?	١	'es		Ye	
3. Does the constitution contain a clause on equality?	١	es es		Ye	25
	Recognized	Invalid		Recognized	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No		No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No		No	N/A
Quotas	No	au et a		No. o	ueta
6. What are the quotas for women on corporate boards?		quota		No q	
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?		quota		No q No q	
9. What are the quotas for women on candidate lists for parliament?		quota		40	
10. What are the quotas for women on candidate lists for local government?		3%		50	
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	No	Yes		N/A	N/A
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes N/A	Yes N/A		Yes N/A	Yes N/A
21. Can a woman be "head of household" in the same way as a man?	IV/A	: N/A		IN/A	N/A
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	\	'es		Ye	25
23. Are wives required to obey their husbands?		Vo.		N N	
24. Must spouses jointly financially maintain the family?		'es		Ye	·
USING PROPERTY					
Marital property regime					
25. What is the default marital property regime?	Partial	community of prope	erty		Other
26. Who administers marital property?		Both must agree			Other
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?		I/A		N,	
28. Are there special provisions governing the marital home?		es /es		N V	
29. Does the law provide for valuation of nonmonetary contributions?		es:		Ye	
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes		Married Yes	Unmarried Yes
	162	les		162	163
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	\	/oc		V	25
32. Do female and male surviving spouses have equal inheritance rights?		'es 'es		Ye	
GOING TO COURT					
Equality of access					
33. Are customary law courts recognized?		No		N	0
34. Are personal law courts recognized?		VO		N	
35. Is a woman's testimony afforded equal weight to that of a man?		'es		Ye	
Judicial representation					
36. How many justices are on the constitutional court?		21		1	1
37. Of those, how many are women?		8		2	2
38. Is the Chief Justice a woman?	1	No		N	0
Efficiency of procedure					
39. Is there a small claims court/fast track procedure?		'es		Ye	
40. If yes, what is the maximum amount (%GNI/capita)?	8	3%		42	0%
PROVIDING INCENTIVES TO WORK					
Personal income tax		<i>1</i>			
41. Are childcare payments tax deductible?		es :		Ye	
	Men	Women		Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No		No	No
Childcare and education					
43. Is childcare subsidized or publicly provided?		No		Ye	
44. Is primary education free and compulsory?		No		Ye	th
Financial support and care 45. Does the government provide a child allowance to parents?		'es		Ye	25
46. Must employers provide leave to care for sick relatives?		Vo es		N	

	MAURITIUS				MEXICO			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%		
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	Microfinance institutions Yes		Retailers Yes	Utilities Yes	Microfinance institutions Yes	
Discrimination		Status	Gender			! I Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			res	Yes	
· · · · · · · · · · · · · · · · · · ·		10	. 110			ics	103	
GETTING A JOB						D. 1		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	84	5	N/A		84	5	N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Gov	Emp	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Υ	es			N	No		
58. Does the law mandate nondiscrimination based on gender in hiring?		es				'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				Vo.		
60. Is dismissal of pregnant workers prohibited?	Υ	es			Y	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	N	lo			Υ	'es		
62. Are nursing mothers entitled to nursing breaks?	Υ	es			Y	'es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			١	No.		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			65	65		
65. When can one retire and get partial benefits?	60	60			65	65		
66. What is the mandatory retirement age?	65	65			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	١	es/es			`	Yes		
68. Can women and men do the same jobs?	١	es/es			`	Yes		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally ina	appropriate	Arduous
The state of the s								
	Yes	,	/es	Yes	Yes	Y	'es	Yes
70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	es Construction	Yes Other	Yes Mining	Factories	es Construction	Other
70. Can women work in these occupations in the same way as men:	Yes Mining Yes	Factories Yes	Construction Yes	Yes	Yes Mining Yes	Factories Yes	es Construction Yes	
	Yes Mining Yes	Factories	Construction Yes	Yes Other	Yes Mining Yes Metalwork	Factories	es Construction Yes	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Yes Mining Yes	Factories Yes Heavy lifting	es Construction Yes Other	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	es Construction Yes Other	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	es Construction Yes Other	Other
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Mining Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Yes Sexual Yes Ses Ges Ges Ges Ges Ges Ges Ges No	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Mining Yes Metalwork Yes Yes N N Physical Yes Y Y Y Y Y Y Y Y Legislation Yes Yes Yes	Factories Yes Yes Heavy lifting Yes es /A lo Sexual Yes es es es es es es yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes	res Factories Yes Heavy lifting Yes Yes Fes Fes Fes Fes Fes Fes	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes es //A lo Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Yes Sexual Yes Sexual Yes Yes Ses Ges Ges Ges Ges Ges Ges G	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes

		MOL	DOVA	MONGOLIA		OLIA
REGION			Central Asia		East Asia	& Pacific
INCOME GROUP		Lower mic	ddle income		Upper midd	dle income
FEMALE POPULATION		1,87	1,412		1,454	,615
FEMALE LABOR FORCE PARTICIPATION		4	4%		60	%
ACCESSING INSTITUTIONS				_		
Constitutional rights		,			,	
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?		Yes Yes			'es 'es	
Tyes, does it mention genuer? Does the constitution contain a clause on equality?		Yes			'es	
	Recognized			Recognized		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas						
6. What are the quotas for women on corporate boards?		quota			quota	
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?		quota		_	quota	
9. What are the quotas for women in local government? 9. What are the quotas for women on candidate lists for parliament?		quota quota			quota 0%	
10. What are the quotas for women on candidate lists for local government?		quota			0%	
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
13. Can a woman travel outside the country in the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes	Yes Yes		Yes	Yes Yes	
15. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage	,	.,		,	,	
22. Do spouses have equal rights to convey citizenship? 3. Are wives required to obey their husbands?		Yes No		_	es Vo	
24. Must spouses jointly financially maintain the family?		Yes		_	es	
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Partial	community of	property		Other	
26. Who administers marital property?		Both must agre	ee		Other	
Protecting a wife's interests		1/4			1/4	
27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?		N/A No			/A No	
29. Does the law provide for valuation of nonmonetary contributions?		Yes			'es	
Property rights	Married	Unmarried		Married	Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	١	Yes		Y	'es	
32. Do female and male surviving spouses have equal inheritance rights?	`	Yes		Y	'es	
GOING TO COURT				_		
Equality of access		M-			l-	
33. Are customary law courts recognized? 34. Are personal law courts recognized?		No No			lo 10	
35. Is a woman's testimony afforded equal weight to that of a man?		Yes		_	'es	
Judicial representation						
36. How many justices are on the constitutional court?		6			9	
37. Of those, how many are women?		0		_	2	
38. Is the Chief Justice a woman?		No		1	lo .	
Efficiency of procedure		M-			l-	
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?		No N/A		_	Vo VA	
PROVIDING INCENTIVES TO WORK		*//1			,,,,	
Personal income tax						
41. Are childcare payments tax deductible?		No		N	lo .	
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education						
43. Is childcare subsidized or publicly provided?		Yes			'es	
44. Is primary education free and compulsory?	١	Yes		Y	'es	
Financial support and care 45 Does the government provide a child allowance to parents?		Voc		- 1	'or	
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?		Yes No		_	es lo	
and the same of th						

		MOL	DOVA			MONG	OLIA	
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions		Retailers No	Utilities Yes	Microfinance institutions Yes	
Discrimination		•				•		
Discrimination 49. Is discrimination in access to credit prohibited based on:		l Status No	Gender Yes			l Status /es	Gender Yes	
·		10	103			103	103	
GETTING A JOB			1 2					
Parental benefits Co. Does the law mondate the following types of leaves	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes 126	No N/A	Yes 1039		Yes 120	No N/A	No N/A	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	Gov	N/A N/A	Gov		Gov	N/A	N/A N/A	
53. What % of wages are paid?	100%	N/A	Partially paid		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	1095		0	N/A	N/A	
34. How much of such leave is anjuda (days):		:	1055				IN/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother 0	Father 0			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
	U	U			IV/A	IN/A		
Workplace protections 57. Door the law mandate equal remuneration for work of equal value?		lo				lo.		
57. Does the law mandate equal remuneration for work of equal value?		lo or				lo lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		es				lo 'es		
59. Is it prohibited for prospective employers to ask about family status?60. Is dismissal of pregnant workers prohibited?		es es				es 'es		
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		es es				es es		
63. Are parents entitled to flexible/part-time schedules?		es				lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	57	62			55	60		
65. When can one retire and get partial benefits?	57	62			55	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		Vo				No		
68. Can women and men do the same jobs?		Vo				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous No		appropriate /es	Arduous No	Hazardous Yes		appropriate es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
To call from the work in these occupations in the same way as men.	No	No	No	No	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	No	No	No		Yes	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Homostic violence								
Domestic violence	V	0.5				ios		
72. Is there domestic violence legislation?		es				es .		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	/A		
72. Is there domestic violence legislation?	N N	/A lo	Functional	Fanania	N N	/A lo	Fastinal	Feenemie
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72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Physical Yes	/A lo Sexual Yes			Physical Yes	/A lo Sexual Yes		
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		MONTE	NEGRO		MORC	CCO
REGION		Europe & C	entral Asia		Middle East &	
INCOME GROUP		Upper mid	dle income		Lower midd	le income
FEMALE POPULATION		314,	621		16,930	,150
FEMALE LABOR FORCE PARTICIPATION		52	%		279	6
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?	Y	es es			lo	
2. If yes, does it mention gender?		No			/A	
3. Does the constitution contain a clause on equality?	Y	es es			es	
	Recognized	Invalid		Recognized		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No No	N/A N/A		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	INO	N/A		No	N/A	
Quotas 6. What are the quotas for women on corporate boards?	No.	quota		No.	quota	
7. What are the quotas for women in parliament?		quota			5%	
What are the quotas for women in local government?		quota			3%	
9. What are the quotas for women on candidate lists for parliament?		0%		_	quota	
10. What are the quotas for women on candidate lists for local government?	30	0%		No o	ļuota	
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
13. Can a woman travel outside the country in the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
15. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes N/A	Yes N/A		Yes No	Yes Yes	
Division of responsibility within marriage	14/11	14/71		110	103	
22. Do spouses have equal rights to convey citizenship?	Υ	'es		N	lo	
23. Are wives required to obey their husbands?	N	No		N	lo	
24. Must spouses jointly financially maintain the family?	Y	es es		Y	es	
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Partial	community of p	roperty	Sep	aration of prope	rty
26. Who administers marital property?		Both must agree	e		Original owner	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?		I/A			/A	
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?		Vo 'es			lo lo	
·						
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes		Married Yes	Unmarried Yes	
Inheritance rights	ics	165		163	ics	
31. Do sons and daughters have equal inheritance rights?	V	es es			lo	
32. Do female and male surviving spouses have equal inheritance rights?		es es		_	lo	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	1	No		N	lo	
34. Are personal law courts recognized?		No			es	
35. Is a woman's testimony afforded equal weight to that of a man?	Y	'es		Y	es	
Judicial representation						
36. How many justices are on the constitutional court?		7		1	2	
37. Of those, how many are women?		2			0	
38. Is the Chief Justice a woman?	Y	es es		N	lo	
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?		es es		_	es ov	
40. If yes, what is the maximum amount (%GNI/capita)?	9	9%		4	%	
PROVIDING INCENTIVES TO WORK						
Personal income tax 41. Are childcare payments tax deductible?		No			lo	
TI. AIC CHIACOTE PAYMENTS (AN ACAUCULULE!						
40 And there has deducation as made 10 to 1 to 2	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		Yes	No	
Childcare and education 43 Is childcare subsidized or publish provided?	V	/ _Ω ς		V	Δς	
43. Is childcare subsidized or publicly provided?		'es			es	
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?		'es 'es			es	
43. Is childcare subsidized or publicly provided?	Y			Y		

	MONTENEGRO				MOROCCO			
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%		
47. Millimum toan amount covered by credit agencies (%dw/capita)?	U	70	·		U	,	· a	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions Yes		Retailers No	Utilities No	Microfinance institutions Yes	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			res	Yes	
·			: 110				103	
GETTING A JOB			1 2					
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental Yes		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	45	N/A	365		98	1es 3	N/A	
52. Who pays for such leave?	Gov	N/A	Gov		Gov	Gov	N/A	
53. What % of wages are paid?	100%	N/A	100%		67%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	730		90	0	N/A	
3 i non mach of sach leafe is dispate (days).	Mother	Father	: 750		Mother	Father	,,,,	
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	45	0			N/A	N/A		
	43					:		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	-V	es				es es		
58. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		es				'es		
59. Is it prohibited for prospective employers to ask about family status?		es				lo Vo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers quaranteed an equivalent position after maternity leave?		es				'es		
62. Are nursing mothers entitled to nursing breaks?		es				'es		
63. Are parents entitled to flexible/part-time schedules?		es				Vo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	67	67			60	60		
65. When can one retire and get rain benefits?	67	67			60	60		
66. What is the mandatory retirement age?	67	67			60	60		
, ,	07	. 07			00	: 00		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	es es			\	Yes		
68. Can women and men do the same jobs?		Vo				No		
-								
69. Can women work in these types of jobs in the same way as men:	Hazardous No		appropriate /es	Arduous No	Hazardous No		appropriate lo	Arduous No
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining	1	Construction	Other
70. Can women work in these occupations in the same way as men.		No	Yes	Yes	No	Yes		Yes
	No	INO					Yes	
71. Can women work on these tasks in the same way as men:		Heavy lifting	•			Heavy lifting		
71. Can women work on these tasks in the same way as men:			•					
<u> </u>	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
PROTECTING WOMEN FROM VIOLENCE	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Metalwork No	Heavy lifting Yes	Other		Metalwork Yes	Heavy lifting Yes	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Metalwork No	Heavy lifting Yes	Other		Metalwork Yes	Heavy lifting Yes	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Metalwork No	Yes Yes Yes	Other		Metalwork Yes	Yes Vo	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Metalwork No Y	Yes Yes Yes A Yes	Other No		Metalwork Yes N Yes	Yes No Yes	Other No	Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Y No Y Physical	Yes Yes A Yes Sexual	Other No	Economic	Metalwork Yes N Yes Physical	Yes No Yes Sexual	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Metalwork No Y No Physical Yes	Yes Yes A Sexual Yes	Other No		Metalwork Yes N Yes N Y Physical No	Yes No Sexual No	Other No	Economic No
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		MOZAMBIOUE		MYANMAR
REGION		Sub-Saharan Africa		East Asia & Pacific
INCOME GROUP		Low income		Lower middle income
FEMALE POPULATION		13,516,240		27,637,901
FEMALE LABOR FORCE PARTICIPATION		86%		79%
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?		No		es
2. If yes, does it mention gender?		I/A /es		es es
3. Does the constitution contain a clause on equality?				
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Yes	Invalid Yes	Recognized Yes	Invalid Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas		: *		: '
6. What are the quotas for women on corporate boards?	No (quota	No o	ıuota
7. What are the quotas for women in parliament?	No (quota	No o	quota
8. What are the quotas for women in local government?	No (quota	No o	quota
9. What are the quotas for women on candidate lists for parliament?		quota		quota
10. What are the quotas for women on candidate lists for local government?		quota .		uota
Rights of married and unmarried women	Married Yes	Unmarried Yes	Married No	Ves Ves
11. Can a woman apply for a passport in the same way as a man?12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	Yes	Yes
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	\	/es	v	es
23. Are wives required to obey their husbands?		No No		10
24. Must spouses jointly financially maintain the family?		/es		es
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial	community of property		No default
26. Who administers marital property?		Both must agree	[Both must agree
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?		I/A		/A
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?		No /es		lo es
	Married	Unmarried		Unmarried
Property rights 30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights		:		
31. Do sons and daughters have equal inheritance rights?	١	⁄es	Y	es
32. Do female and male surviving spouses have equal inheritance rights?	١	/es	Υ	es
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	1	No	N	lo
34. Are personal law courts recognized?		No		lo
35. Is a woman's testimony afforded equal weight to that of a man?	Υ	/es	Y	es
Judicial representation		7		2
36. How many justices are on the constitutional court? 37. Of those, how many are women?		7		9
38. Is the Chief Justice a woman?		/es		10
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?		⁄es	N	lo
40. If yes, what is the maximum amount (%GNI/capita)?		55%		/A
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	1	No	N	lo
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?		/es		lo
44. Is primary education free and compulsory?	1	⁄es	Y	es
Financial support and care 45. Does the government provide a child allowance to parents?		No		lo
46. Must employers provide leave to care for sick relatives?		/es	_	10
Lotter Lotter or an experience				

		MOZAN	1BIQUE			MYAN	IMAD	
BUILDING CREDIT		MUZAI	тыуос			PITAI	VITAK	
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0'	%			N	I/A		
•			Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		N/A	N/A	N/A	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	N	Vo .	No			No	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	60	1	N/A		98	15	N/A	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	Gov	N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	100%	100% 0	N/A N/A		70%	70% 0	N/A N/A	
54. HOW ITIUCTI OF SUCTI leave is unipala (adys)?			IV/A				IN/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	IVA	IN/A			IV/A	: 11/11		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	N	ln.				i Vo		
58. Does the law mandate equal remainstation to work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?	N					Vo		
59. Is it prohibited for prospective employers to ask about family status?	N					Vo		
60. Is dismissal of pregnant workers prohibited?	Yr	es e			١	Vo.		
61. Are mothers guaranteed an equivalent position after maternity leave?	N	0			١	Vo.		
62. Are nursing mothers entitled to nursing breaks?	Ye	es			١	No .		
63. Are parents entitled to flexible/part-time schedules?	N	0			١	No.		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			N/A	N/A		
65. When can one retire and get partial benefits?	55	60			N/A	N/A		
66. What is the mandatory retirement age?	55	60			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		'es				Yes		
68. Can women and men do the same jobs?	P	Vo				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous No		appropriate	Arduous	Hazardous		appropriate	Arduous
70. Can women work in these occupations in the same way as men:	Mining	Factories	es Construction	Yes Other	Yes Mining		es Construction	Yes Other
70. Can women work in these occupations in the same way as men.	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?								
73. If not, are there aggravated penalties for offenses between spouses/family members?	Ye	es			1	No		
	Ye N,					lo lo		
74. Are there clear criminal penalties for domestic violence?	N,				N			
74. Are there clear criminal penalties for domestic violence?	N,	/A	Emotional	Economic	N	No.	Emotional	Econom
·	N, Ye	/A es	Emotional Yes	Economic Yes	1	lo lo	Emotional No	Econom No
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N, Ye Physical Yes	/A es Sexual			Physical No	lo Sexual		
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74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage explicitly criminalized? 91. Is marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	N, Yes Physical Yes Yes Yes N N N S Legislation Yes Yes Yes Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	/A 25	Criminal penalties Yes		Physical No Physical No Physical No Physical No Physical Physi	No N	Criminal penalties Yes	Ro No

		NAMEDIA			NEC	NA I
PECION		NAMIBIA			NEF	
REGION		Sub-Saharan Afri			South	
INCOME GROUP		Upper middle inco	ome		Low in	
FEMALE POPULATION		1,207,264			14,536	5,095
FEMALE LABOR FORCE PARTICIPATION		56%			83	%
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?	Υ	es		Υ	es es	
2. If yes, does it mention gender?	Υ	es		Υ	es/es	
3. Does the constitution contain a clause on equality?	Υ	es		Υ	es es	
	Recognized	Invalid		Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas					•	
6. What are the quotas for women on corporate boards?	No o	quota		No o	quota	
7. What are the quotas for women in parliament?	No o	juota		No o	quota	
8. What are the quotas for women in local government?	No o	quota		No o	quota	
9. What are the quotas for women on candidate lists for parliament?	No o	quota		3.5	3%	
10. What are the quotas for women on candidate lists for local government?	>	0		40	0%	
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		N/A	N/A	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
17. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		No	No	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?	Υ	es		N	No	
23. Are wives required to obey their husbands?	1	lo		N	No	
24. Must spouses jointly financially maintain the family?	Υ	es		N	No	
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Full co	ommunity of property		Sep	paration of prope	erty
26. Who administers marital property?	I	Both must agree			Original owner	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N	/A		N	I/A	
28. Are there special provisions governing the marital home?	N	lo		N	No	
29. Does the law provide for valuation of nonmonetary contributions?	Y	es		N	No	
Property rights	Married	Unmarried		Married	Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	Υ	es		1	No	
32. Do female and male surviving spouses have equal inheritance rights?		es			No	
GOING TO COURT						
Equality of access 33. Are customary law courts recognized?	V	es		K	No	
33. Are customary law courts recognized? 34. Are personal law courts recognized?		es Io			No.	
35. Is a woman's testimony afforded equal weight to that of a man?		es			es	
				1	CJ	
Judicial representation 36. How many justices are on the constitutional court?		3		1	12	
37. Of those, how many are women?		0			1	
38. Is the Chief Justice a woman?		lo			No.	
				, r		
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	N.	lo		V	'es	
40. If yes, what is the maximum amount (%GNI/capita)?		/A			%	
	- 10					
PROVIDING INCENTIVES TO WORK						
Personal income tax 41. Are childcare payments tax deductible?		lo			No	
41. Are chilocate payments tax deductibles						
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education						
43. Is childcare subsidized or publicly provided?		lo			No .	
44. Is primary education free and compulsory?	Y	es		N	No	
				4		
Financial support and care						
Financial support and care 45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?		lo 'es			No	

		NAM	1IBIA			NEI	PAL	
BUILDING CREDIT								
Credit agencies 41 Majorum John amount coursed by credit agencies (IV CNII /capita)2	0	1%			14	270/		
47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	U	70			14	37%		
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities No	Microfinance institutions Yes		Retailers No	Utilities No	Microfinance institutions No	
Discrimination		-	:			•	Gender	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			I <mark>l Status</mark> No	No	
·		140	IVO			140	IVO	
GETTING A JOB			1			1		
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	84	N/A	N/A		52	N/A	N/A	
52. Who pays for such leave?	Gov	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		'es				No		
58. Does the law mandate nondiscrimination based on gender in hiring?		'es				No		
59. Is it prohibited for prospective employers to ask about family status?	N	Vo.				No		
60. Is dismissal of pregnant workers prohibited?	Y	'es			1	No		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	'es			1	No		
62. Are nursing mothers entitled to nursing breaks?	N	Vo.				es/es		
63. Are parents entitled to flexible/part-time schedules?	N	Vo.			1	No		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			N/A	N/A		
65. When can one retire and get partial benefits?	60	60			N/A	N/A		
66. What is the mandatory retirement age?	N/A	N/A			55	55		
Working hours and industry restrictions								
67. Can women and men work the same night hours?)	Yes				No		
68. Can women and men do the same jobs?	١	Yes			,	Yes		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		r <mark>appropriate</mark> Yes	Arduous Yes	Hazardous Yes		appropriate 'es	Arduous Yes
69. Can women work in these types of jobs in the same way as men:70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	Yes Construction	Yes Other	Yes Mining	Y Factories	es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	Yes Mining Yes	Factories Yes	Yes Construction Yes	Yes	Yes Mining Yes	Factories Yes	Yes	Yes
	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes Mining Yes	Factories Yes	Yes Construction Yes	Yes Other	Yes Mining Yes	Factories Yes	Yes	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Yes Heavy lifting Yes	Construction Yes Other Yes	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting Yes Yes Yes	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	es Construction Yes Other	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting Yes Yes	Construction Yes Other Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes Yes /es	Construction Yes Other Yes	Yes Other Yes
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es yes A o Sexual Yes es es es es es es es es es	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes	Factories Yes Heavy lifting Yes Yes Ves Ves Ves Ves Sexual Yes Ves Vol	Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es //A lo Sexual Yes es es es es	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes	Yes Heavy lifting Yes Ves Ves Sexual Yes Ves Ves Ves Ves Ves Ves Ves Ves Ves V	Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es //A No Sexual Yes es es es es es es	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes I I I I I I I I I I I I I I I I I I	Yes Yes Heavy lifting Yes /es /es /es /es Sexual Yes /es /oko	Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Ves Ves Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	Construction Yes Other Yes Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes Yes Yes	Yes Yes Heavy lifting Yes Yes Yes Yes Yes Yes Yes Yes	Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es //A No Sexual Yes es e	res Construction Yes Other Yes Emotional Yes	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes Yes Yes	Yes Yes Heavy lifting Yes Yes Yes Yes Yes Yes Yes Yes	es Construction Yes Other Yes Emotional Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Yes Yes Yes Yes Yes Yes Yes	Construction Yes Other Yes Emotional Yes Criminal	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes Yes Yes	Factories Yes Heavy lifting Yes Ves Ves Sexual Yes Ves Ves Ves Cos Cos Cos Cos Cos Cos Cos C	Construction Yes Other Yes Emotional Yes Criminal	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penaltites for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es //A lo Sexual Yes es es es es (es es civil remedies	Construction Yes Other Yes Emotional Yes Criminal penalties	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes I I I I Legislation	Yes Yes Heavy lifting Yes Yes Yes Yes Yes Yes Sexual Yes Yes Yes Ces Ces Covil remedies	Construction Yes Other Yes Emotional Yes Criminal penalties	Yes Other Yes
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70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect fromer spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Ves Ves Ves Sexual Yes Ses Ses Ses Ses Ses Yes Yes	Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes Legislation Yes No	res Yes Yes Heavy lifting Yes	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Yes Mining Yes Metalwork Yes N N Physical Yes Yes Y Y Y Y Y Legislation Yes Yes	Factories Yes Heavy lifting Yes es //A lo Sexual Yes es es es civil remedies Yes yes lo lo lo	Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes N Physical Yes Legislation Yes No	Yes Yes Heavy lifting Yes Yes Yes Yes Yes Yes Yes Yes	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
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		NETHER	OL ANDS		NEW ZEALAND	
REGION		High incor			High income: OECD	
INCOME GROUP		High ir			High income	
FEMALE POPULATION		8,494			2,294,969	
FEMALE LABOR FORCE PARTICIPATION		74	*		73%	
		/ -	770		7570	
CCESSING INSTITUTIONS Constitutional rights						
. Does the constitution contain a clause on nondiscrimination?	Υ	es		Y	ės	
. If yes, does it mention gender?		es			es	
. Does the constitution contain a clause on equality?	Υ	es		N	lo	
	Recognized	Invalid		Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas						
. What are the quotas for women on corporate boards?	No o	quota		No o	quota	
. What are the quotas for women in parliament?		quota		_	quota	
. What are the quotas for women in local government?		luota		_	quota	
. What are the quotas for women on candidate lists for parliament?		quota .		_	luota	
What are the quotas for women on candidate lists for local government?		uota .			uota	
Rights of married and unmarried women 1. Can a woman apply for a passport in the same way as a man?	Married Yes	Unmarried Yes		Married Yes	Unmarried Yes	
Can a woman apply for a passport in the same way as a man? Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		N/A	N/A	
3. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
4. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
5. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
6. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
7. Can a woman register a business in the same way as a man? 8. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes Yes	
8. Can a woman open a bank account in the same way as a man? 9. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
O. Can a woman confer citizenship to children in the same way as a man? O. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage						
2. Do spouses have equal rights to convey citizenship?	Y	es		Y	es	
3. Are wives required to obey their husbands?	N	lo		N	lo	
4. Must spouses jointly financially maintain the family?	Y	es		Y	es	
SING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Full co	ommunity of pro	operty	Partial	community of property	
6. Who administers marital property?		Both must agree	e	E	Both must agree	
Protecting a wife's interests						
7. If the husband administers property, is spousal consent required for major transactions?		/A			/A	
8. Are there special provisions governing the marital home?		es			lo	
9. Does the law provide for valuation of nonmonetary contributions?		es			es	
Property rights 0. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes		Married Yes	Unmarried Yes	
	162	162		162	162	
nheritance rights	V	inc.		V	ins	
Do sons and daughters have equal inheritance rights? Do female and male surviving spouses have equal inheritance rights?		es es		_	es es	
	I	62		'	es	
OING TO COURT						
Equality of access						
3. Are customary law courts recognized?		lo .			es	
4. Are personal law courts recognized? 5. Is a woman's testimony afforded equal weight to that of a man?		lo es			lo es	
	Y	C)		Y	C3	
udicial representation 6. How many justices are on the constitutional court?	M	/A		N	/A	
7. Of those, how many are women?		/A /A		_	/A /A	
8. Is the Chief Justice a woman?		/A		_	/A /A	
ifficiency of procedure						
9. Is there a small claims court/fast track procedure?	Y	es		Y	es	
0. If yes, what is the maximum amount (%GNI/capita)?		1%		_	3%	
ROVIDING INCENTIVES TO WORK						
Personal income tax						
1. Are childcare payments tax deductible?	N	lo		Y	es	
	Men	Women		Men	Women	
2. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education	0			110		
3. Is childcare subsidized or publicly provided?	Υ	es		Y	es	
4. Is primary education free and compulsory?		es		_	es	
4. is primary education nee and compaisory:						
Financial support and care 15. Does the government provide a child allowance to parents?	Υ	es		Y	es	

		NETHE	RLANDS			NEW ZE	ALAND	
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	1	%			0	1%		
47. Tillilling Hour diffount covered by credit agencies (North, capita).		:	Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities No	institutions N/A		Retailers Yes	Utilities Yes	institutions N/A	
Discrimination		: Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		es es	Yes			res	Yes	
GETTING A JOB								
	Matamitu	Datamitu	Doventel		Matamitu	Datamitu	Davantal	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental Yes	
51. How much of such leave is paid (days)?	112	2	N/A		112	0	0	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	100%	100%	N/A		47%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	14	294	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	.,,							
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		es				i No		
58. Does the law mandate equal remuneration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		es				vo 'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo Vo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers quaranteed an equivalent position after maternity leave?		es				'es		
62. Are nursing mothers entitled to nursing breaks?		es				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				Vo		
Retirement & pensions 64. When can one retire and get full benefits?	Women 67	Men 67			Women 65	Men 65		
65. When can one retire and get ruli benefits?	67	67			65	65		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
	IN/A	N/A			IN/A	IN/A		
Working hours and industry restrictions	,	/			,	/		
67. Can women and men work the same night hours?		es .				Yes ,		
68. Can women and men do the same jobs?		es .			,	Yes -		
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous Yes		appropriate es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining	1	Construction	Other
70. Call Wollen Work in these occupations in the same way as men.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Other Yes		Yes Yes	Heavy lifting Yes	Other Yes	
<u> </u>								
PROTECTING WOMEN FROM VIOLENCE								
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes	Yes			Yes	Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes	Yes Io			Yes	Yes 'es		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes N	Yes Io es			Yes Y	Yes Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes N Yes	Yes lo es es	Yes		Yes Y	Yes Yes Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes N Yes	Yes lo es es Sexual	Yes Emotional	Economic	Yes Yes N Physical	Yes Yes Yes Yes Yes Sexual	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes N Physical No	Yes lo es es Sexual No	Yes	Economic No	Yes Yes N Physical Yes	Yes Yes Yes Yes Yes Yes	Yes	Economic Yes
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		NICARAGUA			NIC	ER
REGION		Latin America & Caribb			Sub-Saha	
INCOME GROUP		Lower middle incom	e		Low in	ncome
FEMALE POPULATION		3,118,592			9,190	0,551
FEMALE LABOR FORCE PARTICIPATION		50%			41	%
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?		'es			/es	
2. If yes, does it mention gender?		es .			/es	
3. Does the constitution contain a clause on equality?		es .			/es	
41. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	Recognized	Invalid	Re	ecognized		
 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? 	No No	N/A N/A		Yes No	Yes N/A	
	INU	: IN/A		INU	IN/A	
Quotas 6. What are the quotas for women on corporate boards?	No o	quota		No	quota	
7. What are the quotas for women in parliament?		quota			5%	
8. What are the quotas for women in local government?		quota			5%	
9. What are the quotas for women on candidate lists for parliament?	50	0%		No	quota	
10. What are the quotas for women on candidate lists for local government?	50	0%		No	quota	
Rights of married and unmarried women	Married	Unmarried			Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes	Yes Yes		Yes	Yes Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
15. Can a woman get a job in the same way as a man?	Yes	Yes		No	Yes	
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		Yes No	Yes Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		No	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	Yes	Yes		No	Yes	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?		'es			/es	
23. Are wives required to obey their husbands?		lo			Vo	
24. Must spouses jointly financially maintain the family?	Υ	'es		١	/es	
USING PROPERTY						
Marital property regime	C				O+h	
What is the default marital property regime? Who administers marital property?	Sep	Original owner			Other Other	
		Original owner			Other	
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N	/A				
28. Are there special provisions governing the marital home?		No				
29. Does the law provide for valuation of nonmonetary contributions?	Υ	'es				
Property rights	Married	Unmarried		Married	Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes				
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	Υ	'es				
32. Do female and male surviving spouses have equal inheritance rights?	Υ	'es				
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?		lo .			No	
34. Are personal law courts recognized?		lo (Vo ′	
35. Is a woman's testimony afforded equal weight to that of a man?	Y	'es		١	/es	
Judicial representation 36. How many justices are on the constitutional court?		5			7	
37. Of those, how many are women?		0			1	
38. Is the Chief Justice a woman?		No		١	/es	
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?	Y	'es		I	Vo	
40. If yes, what is the maximum amount (%GNI/capita)?	20	6%		N	I/A	
PROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	N	lo		I	No	
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		Yes	No	
Childcare and education						
43. Is childcare subsidized or publicly provided?		'es			/es	
44. Is primary education free and compulsory?	Υ	'es			Vo	
Financial support and care 45 Door the government provide a child allowance to parents?		No			No	
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?		es			Vo Vo	
10. 1. 1000 employers provide reave to eare for sick relatives:						

Piscrimination Marital St. 49. Is discrimination in access to credit prohibited based on: SETTING A JOB	Vtilities Yes atus Paternity Yes 5 Emp 100% 0 Father N/A N/A	Microfinance institutions Yes Gender No Parental No N/A N/A N/A N/A		Retailers No Marital Maternity Yes 98 Emp & Gov 100%	Utilities No I Status No Paternity Yes 1 1 Emp	Microfinance institutions No Gender No	
47. Minimum loan amount covered by credit agencies (%GNI/capita)? 48. Do the following provide information to credit agencies: Pes Discrimination 49. Is discrimination in access to credit prohibited based on: Mo GETTING A JOB Parental benefits 50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)? 84 52. Who pays for such leave? 53. What % of wages are paid? 54. How much of such leave is unpaid (days)? 55. In unpaid parental leave is there a portion that must be taken by the: Mother 55. In paid parental leave is there a portion that must be taken by the: N/A Workplace protections 57. Does the law mandate equal remueration for work of equal value? S8. Does the law mandate equal remueration based on gender in hiring? No 59. Is it prohibited for prospective employers to ask about family status? No 60. Is dismissal of pregnant workers prohibited? Yes 61. Are mothers guaranteed an equivalent position after maternity leave? Yes	Yes atus Paternity Yes 5 Emp 100% 0 Father N/A	ryes Gender No Parental No N/A N/A N/A		Retailers No Marital Maternity Yes 98 Emp & Gov 100%	No I Status No Paternity Yes 1	institutions No Gender No Parental	
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Parental benefits 50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)? 52. Who pays for such leave? 53. What % of wages are paid? 54. How much of such leave is unpaid (days)? 60. Mother 55. In unpaid parental leave is there a portion that must be taken by the: 76. In paid parental leave is there a portion that must be taken by the: 77. Does the law mandate equal remuneration for work of equal value? 78. Does the law mandate equal remuneration based on gender in hirring? 79. Is it prohibited for prospective employers to ask about family status? 78. Does the law mandate an equivalent position after maternity leave? 78. The mothers guaranteed an equivalent position after maternity leave?	Yes 5 Emp 100% 0 Father N/A	No N/A N/A N/A		Yes 98 Emp & Gov 100%	Yes 1		
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)? 52. Who pays for such leave? 53. What % of wages are paid? 54. How much of such leave is unpaid (days)? 55. In unpaid parental leave is there a portion that must be taken by the: 56. In paid parental leave is there a portion that must be taken by the: N/A Workplace protections 57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate ondiscrimination based on gender in hiring? No 59. Is it prohibited for prospective employers to ask about family status? No 60. Is dismissal of pregnant workers prohibited? 19. Yes 10. Wes	Yes 5 Emp 100% 0 Father N/A	No N/A N/A N/A		Yes 98 Emp & Gov 100%	Yes 1		
51. How much of such leave is paid (days)? 52. Who pays for such leave? 53. What % of wages are paid? 54. How much of such leave is unpaid (days)? 65. In unpaid parental leave is there a portion that must be taken by the: 65. In paid parental leave is there a portion that must be taken by the: 75. In unpaid parental leave is there a portion that must be taken by the: 75. In paid parental leave is there a portion that must be taken by the: 75. Does the law mandate equal remuneration for work of equal value? 75. Does the law mandate equal remuneration for work of equal value? 75. Does the law mandate ondiscrimination based on gender in hiring? 75. In paid parental leave is there a portion that must be taken by the: 80. No 81. Obes the law mandate equal remuneration for work of equal value? 82. No 83. Does the law mandate ondiscrimination based on gender in hiring? 84. No 85. In paid parental leave is there a portion that must be taken by the: 86. No 87. Does the law mandate equal remuneration for work of equal value? 87. No 88. Does the law mandate ondiscrimination based on gender in hiring? 88. No 89. Is it prohibited for prospective employers to ask about family status? 80. No 80. Is dismissal of pregnant workers prohibited? 80. Yes	5 Emp 100% 0 Father N/A	N/A N/A N/A		98 Emp & Gov 100%	1	No	
52. Who pays for such leave? 53. What % of wages are paid? 54. How much of such leave is unpaid (days)? 55. In unpaid parental leave is there a portion that must be taken by the: 56. In paid parental leave is there a portion that must be taken by the: N/A Workplace protections 57. Does the law mandate equal remuneration for work of equal value? S8. Does the law mandate nondiscrimination based on gender in hiring? No 59. Is it prohibited for prospective employers to ask about family status? No 60. Is dismissal of pregnant workers prohibited? 10. Are mothers guaranteed an equivalent position after maternity leave? Yes	Emp 100% 0 Father N/A	N/A N/A		Emp & Gov 100%		-	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)? 55. In unpaid parental leave is there a portion that must be taken by the: 56. In paid parental leave is there a portion that must be taken by the: N/A Workplace protections 57. Does the law mandate equal remuneration for work of equal value? S8. Does the law mandate nondiscrimination based on gender in hiring? No 59. Is it prohibited for prospective employers to ask about family status? No 60. Is dismissal of pregnant workers prohibited? Yes 61. Are mothers guaranteed an equivalent position after maternity leave?	100% 0 Father N/A	N/A		100%		N/A	
54. How much of such leave is unpaid (days)? 0 Mother 55. In unpaid parental leave is there a portion that must be taken by the: N/A 56. In paid parental leave is there a portion that must be taken by the: N/A Workplace protections 57. Does the law mandate equal remuneration for work of equal value? No S8. Does the law mandate nondiscrimination based on gender in hiring? No 99. Is it prohibited for prospective employers to ask about family status? No 60. Is dismissal of pregnant workers prohibited? 11. Are mothers guaranteed an equivalent position after maternity leave? Yes	0 Father N/A				Emp	N/A	
55. In unpaid parental leave is there a portion that must be taken by the: N/A N/A S6. In paid parental leave is there a portion that must be taken by the: N/A Workplace protections 57. Does the law mandate equal remuneration for work of equal value? No S8. Does the law mandate nondiscrimination based on gender in hiring? No S9. Is it prohibited for prospective employers to ask about family status? No 60. Is dismissal of pregnant workers prohibited? Yes 61. Are mothers guaranteed an equivalent position after maternity leave? Yes	Father N/A	: N/A		0	100%	N/A	
55. In unpaid parental leave is there a portion that must be taken by the: N/A N/A N/A N/A Workplace protections 57. Does the law mandate equal remuneration for work of equal value? No S8. Does the law mandate nondiscrimination based on gender in hiring? No No No No No No No Is dismissal of pregnant workers prohibited? Yes 1. Are mothers guaranteed an equivalent position after maternity leave? Yes	N/A			0		N/A	
56. In paid parental leave is there a portion that must be taken by the: Workplace protections 57. Does the law mandate equal remuneration for work of equal value? No 58. Does the law mandate enondiscrimination based on gender in hiring? No 59. Is it prohibited for prospective employers to ask about family status? No 60. Is dismissal of pregnant workers prohibited? Yes 61. Are mothers guaranteed an equivalent position after maternity leave? Yes				Mother	Father		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate endiscrimination based on gender in hiring? 59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited? 70. Are mothers guaranteed an equivalent position after maternity leave? 71. Are mothers guaranteed an equivalent position after maternity leave? 72. Wo	N/A			N/A	N/A		
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring? 59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited? 61. Are mothers guaranteed an equivalent position after maternity leave? No				N/A	N/A		
58. Does the law mandate nondiscrimination based on gender in hiring? No 59. Is it prohibited for prospective employers to ask about family status? No 60. Is dismissal of pregnant workers prohibited? Yes 61. Are mothers guaranteed an equivalent position after maternity leave? Yes							
59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited? 61. Are mothers guaranteed an equivalent position after maternity leave? Yes					'es		
60. Is dismissal of pregnant workers prohibited? Yes 61. Are mothers guaranteed an equivalent position after maternity leave? Yes					'es		
61. Are mothers guaranteed an equivalent position after maternity leave?					lo		
					'es		
62. Are nursing mothers entitled to nursing breaks?					es		
				Ye			
63. Are parents entitled to flexible/part-time schedules?				N	lo		
Retirement & pensions Women	Men			Women	Men		
64. When can one retire and get full benefits?	60			60	60		
65. When can one retire and get partial benefits?	60			60	60		
66. What is the mandatory retirement age?	N/A			N/A	N/A		
Working hours and industry restrictions							
67. Can women and men work the same night hours?				Υ	/es		
68. Can women and men do the same jobs?				1	No		
69. Can women work in these types of jobs in the same way as men:	Morally ina		Arduous	Hazardous		appropriate	Arduous
Yes		es	Yes	No	1	lo	No
70. Can women work in these occupations in the same way as men: Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining No	No	Construction No	Other Yes
71. Can women work on these tasks in the same way as men: Metalwork He			162		Heavy lifting		163
71. Call women work on these tasks in the same way as men. Yes	No No	Yes		Yes	No	No	
	110	103		163			
PROTECTING WOMEN FROM VIOLENCE							
Domestic violence							
72. Is there domestic violence legislation?				N	lo		
73. If not, are there aggravated penalties for offenses between spouses/family members? N/A				N	lo		
74. Are there clear criminal penalties for domestic violence?					lo		
Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse: Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?				N	lo		
77. Does domestic violence legislation protect former spouses?					lo		
78. Does domestic violence legislation protect unmarried intimate partners? Yes					lo		
79. Do protection orders for domestic violence exist?					lo		
80. Do protection orders for domestic violence remove the perpetrator from the home? Yes					lo		
81. Do protection orders for domestic violence prohibit contact? Yes					lo		
82. Is there a specialized court/procedure for domestic violence?				N	lo		
Sexual harassment Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist: Yes	No	Yes		Yes	No	Yes	
	No	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:					lo		
84. Do the following exist concerning sexual harassment in employment: Yes 85. Is there legislation on sexual harassment in education? Yes					lo		
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? Yes 86. Is there legislation on sexual harassment in public places? No	Cirle			Boys	Girls		
85. Is there legislation on sexual harassment in education? Yes 86. Is there legislation on sexual harassment in public places? No				21	21		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? No Child and early marriage Boys	Girls 18						
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? No Child and early marriage 87. What is the legal age of marriage for: 18	18			Vt	25		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Yes					es es		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?				Ye	'es		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? 88. Are there exceptions? 99. Is child marriage penalized?				Ye			
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? 88. Marital rape				Ye Ye	es es		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage 88. Are there exceptions? 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? 89. Is marital rape 91. Is marital rape explicitly criminalized? Yes				Ye Ye N	es es lo		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? 88. Marital rape				Ye Ye N Ye	es es		

		NIGERIA			NOR	MAV
DECION		Sub-Saharan Africa				
region Income group					High inco	
TEMALE POPULATION		Lower middle incom 87,630,281	IC		High in 2,564	
FEMALE LABOR FORCE PARTICIPATION		49%			76	<u> </u>
		4370			/6	70
CCESSING INSTITUTIONS						
Constitutional rights . Does the constitution contain a clause on nondiscrimination?	V	25		,	No	
. If yes, does it mention gender?		25			I/A	
. Does the constitution contain a clause on equality?		25			/es	
n bees the constitution contain a clause on equality.	Recognized	Invalid	Pocc	gnized		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		No	N/A	
i. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		No	N/A	
Duotas					,	
. What are the quotas for women on corporate boards?	No q	uota		4/	0%	
. What are the quotas for women in parliament?	No q	uota		No	quota	
. What are the quotas for women in local government?	No q				quota	
. What are the quotas for women on candidate lists for parliament?	No q	uota		No	quota	
What are the quotas for women on candidate lists for local government?	No q	uota		40	0%	
Rights of married and unmarried women	Married	Unmarried	Ma	arried	Unmarried	
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
2. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		N/A	N/A	
3. Can a woman travel outside the country in the same way as a man? 4. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes Yes	Yes Yes	
4. Can a woman travel outside her home in the same way as a man? 5. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		yes Yes	Yes Yes	
6. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
7. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
8. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
9. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
O. Can a woman confer citizenship to children in the same way as a man? O. Can be worth a strength of the same way as a man?	Yes	Yes		Yes	Yes	
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage	A	-		\ \	/	
2. Do spouses have equal rights to convey citizenship? 2. Are wive required to about their buch and c?	N N				/es No	
Are wives required to obey their husbands? Must spouses jointly financially maintain the family?	Ye				/es	
	10	:3			153	
SING PROPERTY						
Marital property regime 25. What is the default marital property regime?	Con	aration of property		Doforror	d community of	proporty
26. Who administers marital property?		Original owner		Deletted	Original owner	property
		onginar owner			Original Owner	<u> </u>
Protecting a wife's interests 17. If the husband administers property, is spousal consent required for major transactions?	N,	/Δ		N'	I/A	
18. Are there special provisions governing the marital home?	N N				/es	
9. Does the law provide for valuation of nonmonetary contributions?	N	0			/es	
Property rights	Married	Unmarried	Ma	arried	Unmarried	
Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
nheritance rights						
1. Do sons and daughters have equal inheritance rights?	Ye	25		Υ	/es	
2. Do female and male surviving spouses have equal inheritance rights?	Ye	25		Υ	/es	
DING TO COURT						
equality of access						
3. Are customary law courts recognized?	Ye	25		1	No	
4. Are personal law courts recognized?		25			No	
5. Is a woman's testimony afforded equal weight to that of a man?		25			/es	
udicial representation						
6. How many justices are on the constitutional court?	1	6		1	21	
7. Of those, how many are women?	3	3			8	
8. Is the Chief Justice a woman?	N	0		١	Vo	
fficiency of procedure						
9. Is there a small claims court/fast track procedure?	Ye				/es	
0. If yes, what is the maximum amount (%GNI/capita)?	204	9%		20	0%	
ROVIDING INCENTIVES TO WORK						
ersonal income tax						
1. Are childcare payments tax deductible?	N	0		Y	/es	
	Men	Women		Men	Women	
2. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education						
3. Is childcare subsidized or publicly provided?	Ye	25		Υ	⁄es	
4. Is primary education free and compulsory?	Ye	25		Υ	/es	
inancial support and care						
mancial support and care						
5. Does the government provide a child allowance to parents?	N	0)	/es	

	NIGERIA				NORWAY			
BUILDING CREDIT								
7. Minimum Joan amount covered by credit agencies (9/ CMI /capita)?	0	0/			0	1%		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	U	70			U	70		
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities No	Microfinance institutions Yes		Retailers No	Utilities No	Microfinance institutions N/A	
Discrimination		Status	Gender			! Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No No	No	
·		10	140			140	IVO	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes 84	No N/A	No N/A		No N/A	No N/A	Yes 343	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	Emp	N/A N/A	N/A N/A		N/A	N/A N/A	Gov	
53. What % of wages are paid?	50%	N/A	N/A		N/A	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		N/A	N/A	0	
34. How much of such icave is unpute (days):		:	IV/A				U	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			91	70		
	IV/A	IV/A			31	70		
Workplace protections E7. Door the law mandate equal remuneration for work of equal value?		lo				'oc		
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?	No					'es		
	No No					'es 'es		
59. Is it prohibited for prospective employers to ask about family status?60. Is dismissal of pregnant workers prohibited?		es				'es 'es		
61. Are mothers quaranteed an equivalent position after maternity leave?		lo				I/A		
62. Are nursing mothers entitled to nursing breaks?		es				es es		
63. Are parents entitled to flexible/part-time schedules?		lo				lo Vo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	50	50			67	67		
65. When can one retire and get partial benefits?	50	50			62	62		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		'es				Yes		
68. Can women and men do the same jobs?		Vo				Yes		
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate ⁄es	Arduous Yes	Hazardous Yes		appropriate es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining	1	Construction	Other
70. Call wollen work in these occupations in the same way as men.	No	No	No	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other			Heavy lifting		
· · · · · · · · · · · · · · · · · · ·								
	Yes	Yes	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE			No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE			No		Yes	Yes	Yes	
Domestic violence	Yes	Yes	No				Yes	
Domestic violence 72. Is there domestic violence legislation?	Yes	Yes	No		Y	'es	Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Y	Yes es /A	No		Y	es /A	Yes	
Domestic violence 72. Is there domestic violence legislation?	Yes Yes N	Yes es /A			Y N Y	'es I/A		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Yes N Physical	Yes es /A lo Sexual	Emotional	Economic	Y N Y Physical	res //A res Sexual	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Y N Physical Yes	Yes es //A lo Sexual Yes		Economic Yes	N N Physical Yes	res //A res Sexual No		Economic No
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Yes N Physical Yes Yes	Yes es /A lo Sexual Yes es	Emotional		Physical Yes	res ///A // res // Sexual // No // No // res	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Yes N Physical Yes Yes	Yes es /A lo Sexual Yes es es	Emotional		Physical Yes Y	es //A //A // es // Sexual // No // es //	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Yes N Physical Yes Yes Yes	Yes es /A lo Sexual Yes es es es	Emotional		Physical Yes Yes Y	es //A es Sexual No es es es es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Yes N Physical Yes Yes Yes Yes	Yes Yes Yes Yes Sexual Yes es es es	Emotional		Y N Y Physical Yes Y Y	res Ves Sexual No es ves ves ves ves ves	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Yes N Physical Yes Y Y Y Y Y Y Y	Yes es //A //a //o /o Sexual Yes es es es es es	Emotional		Y N Y Physical Yes Y Y Y Y N Y Y Y Y Y N N N N N N N N N	res Sexual No res res res Res No	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Yes N Physical Yes Y Y Y Y Y Y Y Y	Yes es /A lo Sexual Yes es es es es es es es es e	Emotional		Yes Yes Yes Yes Yes Yes Yes	res Sexual No res res res res res res res re	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Yes N Physical Yes Y Y Y Y Y Y Y Y	Yes es /A lo Sexual Yes es es es es es es es es e	Emotional Yes		Yes Yes Yes Yes Yes Yes	res Sexual No res	Emotional Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Yes N Physical Yes Y Y Y Y Y Y Y Y	Yes es /A lo Sexual Yes es es es es es es es es e	Emotional Yes		Yes Yes Yes Yes Yes Yes Yes	res Sexual No res res res res res res res re	Emotional Yes Criminal	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Yes N Physical Yes Y Y Y Y Y Y Y Y	Yes es //A lo Sexual Yes es es es es es es es Civil	Emotional Yes		Yes Yes Yes Yes Yes Yes	res //A /res Sexual No res	Emotional Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Yes N Physical Yes Yes Y Y Y Legislation	Yes es /A lo Sexual Yes es es es es es es criminal Yes es remedies	Emotional Yes Criminal penalties		Physical Yes	res //A res Sexual No es res res res res res res res res res	Emotional Yes Criminal penalties	
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Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes Yes	Yes es /A lo Sexual Yes es es es es es No No	Emotional Yes Criminal penalties Yes		Yes	res Sexual No res	Emotional Yes Criminal penalties Yes	
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		ON	1AN		PAKISTAN	
REGION			& North Africa		South Asia	
INCOME GROUP			income		Lower middle income	
FEMALE POPULATION			37,214		90,000,515	
FEMALE LABOR FORCE PARTICIPATION			1%		26%	
ACCESSING INSTITUTIONS					2070	
Constitutional rights						
I. Does the constitution contain a clause on nondiscrimination?	Y	es		Y	es	
2. If yes, does it mention gender?		es			es	
8. Does the constitution contain a clause on equality?	Y	es		Y	es	
	Recognized	Invalid		Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Yes	Yes	
i. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		Yes	No	
Quotas						
5. What are the quotas for women on corporate boards?	No c	quota		No o	quota	
'. What are the quotas for women in parliament?		quota		_	.5%	
8. What are the quotas for women in local government?		quota			2%	
). What are the quotas for women on candidate lists for parliament?		ļuota .			quota .	
What are the quotas for women on candidate lists for local government?		uota .			uota	
Rights of married and unmarried women 1. Can a woman apply for a passport in the same way as a man?	Married No	Unmarried Yes		Married No	Unmarried Yes	
Can a woman apply for a passport in the same way as a man? Can a woman apply for a national ID card in the same way as a man?	No	No No		No	Yes	
3. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
4. Can a woman travel outside her home in the same way as a man?	No	Yes		Yes	Yes	
5. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
6. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
7. Can a woman register a business in the same way as a man?	Yes	Yes		No	Yes	
Can a woman open a bank account in the same way as a man? Can a woman choose where to live in the same way as a man?	Yes No	Yes Yes		Yes Yes	Yes Yes	
O. Can a woman confer citizenship to children in the same way as a man?	No	No		Yes	Yes	
1. Can a woman be "head of household" in the same way as a man?	No	Yes		N/A	N/A	
Division of responsibility within marriage						
2. Do spouses have equal rights to convey citizenship?	N	lo		N	lo	
3. Are wives required to obey their husbands?	N	lo		N	lo	
4. Must spouses jointly financially maintain the family?	N	lo		N	lo	
ISING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Sep	aration of prop	perty	Sep	aration of property	
6. Who administers marital property?		Original owne	er		Original owner	
Protecting a wife's interests						
17. If the husband administers property, is spousal consent required for major transactions?		/A			/A	
28. Are there special provisions governing the marital home?		lo			lo	
19. Does the law provide for valuation of nonmonetary contributions?		lo			lo ·	
Property rights	Married	Unmarried			Unmarried	
0. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
nheritance rights						
1. Do sons and daughters have equal inheritance rights?		lo		_	lo .	
2. Do female and male surviving spouses have equal inheritance rights?	IN.	lo		, n	lo	
DING TO COURT						
Equality of access						
3. Are customary law courts recognized?		lo			lo	
4. Are personal law courts recognized?		es			es	
5. Is a woman's testimony afforded equal weight to that of a man?	N	lo		N	lo	
ludicial representation 6. How many justices are on the constitutional court?	A.I	/Λ			7	
6. How many justices are on the constitutional court? 7. Of those, how many are women?		/A /A			0	
8. Is the Chief Justice a woman?		/A		_	lo	
	IV.	,,,		,		
Efficiency of procedure 9. Is there a small claims court/fast track procedure?	V	es		V	es	
0. If yes, what is the maximum amount (%GNI/capita)?		5%		_	9%	
ROVIDING INCENTIVES TO WORK						
Personal income tax						
1. Are childcare payments tax deductible?	N	lo		N	lo	
	Men	Women		Men	Women	
2. Are there tax deductions or credits specific to men/women?	Men No	No No		Men No	No No	
·	INO	INU		INU	INU	
Childcare and education 3. Is childcare subsidized or publicly provided?	, A	lo		V	es	
4. Is primary education free and compulsory?		es			es es	
	1					
inancial support and care						
Financial support and care 5. Does the government provide a child allowance to parents?	N	lo		N	lo	

	OMAN				PAKISTAN			
BUILDING CREDIT								
Credit agencies 47. Minimum John amount covered by credit agencies (% CNII (capita))?	0	%			0	1%		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	U	76			0	7%		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions No		Retailers No	Utilities No	Microfinance institutions Yes	
Discrimination		! Status	Gender			! Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No No	No	
·		10	NO			140	110	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes 50	No N/A	No N/A		Yes 84	No N/A	No N/A	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	Emp	N/A N/A	N/A N/A		Gov	N/A N/A	N/A N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
34. How much of such leave is unpaid (days):			IV/A				IN/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	IV/A	IV/A			IV/A	: 11//		
Workplace protections 57. Door the law mandate equal remuneration for work of equal value?		lo				lo.		
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		No No				lo lo		
59. Is it prohibited for prospective employers to ask about family status?		10 10				vo Vo		
60. Is dismissal of pregnant workers prohibited?		es es				vo 'es		
61. Are mothers quaranteed an equivalent position after maternity leave?		lo				Vo		
62. Are nursing mothers entitled to nursing breaks?		lo				Vo		
63. Are parents entitled to flexible/part-time schedules?		lo				Vo		
·								
Retirement & pensions 64. When can one retire and get full benefits?	Women 55	Men 60			Women 55	Men 60		
65. When can one retire and get ruin benefits?	45	45			50	55		
66. What is the mandatory retirement age?	60	60			N/A	N/A		
	00	. 00			IN/A	IN/A		
Working hours and industry restrictions		No				Yes		
67. Can women and men work the same night hours?						nes No		
68. Can women and men do the same jobs?		No .						
69. Can women work in these types of jobs in the same way as men:	Hazardous No		appropriate /es	Arduous No	Hazardous No		appropriate es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining	-	Construction	Other	Mining	1	Construction	Other
70. Can Homen Hork in Chest occupations in the same Hay as men	Yes	Yes	Yes	Yes	No	No	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?								
· · · · · · · · · · · · · · · · · · ·	N	lo.			٧	/es		
45 ILLUM ARE THERE ARREAVATED DEPARTIES FOR OTTENSES DETWEEN SPOLICES (family members)		lo				és		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N	lo			N	/A		
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74. Are there clear criminal penalties for domestic violence?	N Physical	lo Sexual	Emotional No.	Economic No	N Y Physical	/A /es Sexual	Emotional Yas	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N N Physical No	lo Sexual	Emotional No	Economic No	Physical Yes	/A 'es Sexual Yes	Emotional Yes	Economic Yes
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		PANAMA	F	PAPUA NEW GUINEA
REGION		Latin America & Caribbean		East Asia & Pacific
INCOME GROUP		Upper middle income		Lower middle income
FEMALE POPULATION		1,943,920		3,662,233
FEMALE LABOR FORCE PARTICIPATION		53%		72%
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Ye	es		lo
2. If yes, does it mention gender?		es		/A
3. Does the constitution contain a clause on equality?	Ye	es		es .
	Recognized	Invalid	Recognized	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas 6. What are the quotas for women on corporate boards?	No q	uiota	No.	juota
7. What are the quotas for women in parliament?	No q			juota
8. What are the quotas for women in local government?		uota		juota
9. What are the quotas for women on candidate lists for parliament?	50			puota
10. What are the quotas for women on candidate lists for local government?	No q	uota	No o	ıuota
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
14. Can a woman det a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes Yes	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	Yes N/A	N/A	N/A	N/A
Division of responsibility within marriage	14/11	, ign	Nyi	1971
22. Do spouses have equal rights to convey citizenship?	Ye	es	Y	es
23. Are wives required to obey their husbands?	N	lo	١	lo
24. Must spouses jointly financially maintain the family?	Ye	es	Y	es
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Deferred	community of property	Sep	aration of property
26. Who administers marital property?		Original owner		Original owner
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?		/A		/A
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?		es es		lo lo
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes	Married Yes	Unmarried Yes
Inheritance rights	103	103	ics	163
31. Do sons and daughters have equal inheritance rights?	Y	es		es
32. Do female and male surviving spouses have equal inheritance rights?		es		es
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	N	10	Y	es
34. Are personal law courts recognized?		10		lo
35. Is a woman's testimony afforded equal weight to that of a man?		es		es
Judicial representation				
36. How many justices are on the constitutional court?	(9	Ž	19
37. Of those, how many are women?	()		4
38. Is the Chief Justice a woman?	N	0	١	lo
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?		es		es
40. If yes, what is the maximum amount (%GNI/capita)?	45	5%	19	9%
ROVIDING INCENTIVES TO WORK				
Personal income tax		le .		lo.
41. Are childcare payments tax deductible?		lo ;		lo ;
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				lo.
43. Is childcare subsidized or publicly provided?		es es		lo lo
	T (C3		10
44. Is primary education free and compulsory?				
44. Is primary education free and compulsory? Financial support and care 45. Does the government provide a child allowance to parents?		lo		lo

	PANAMA				PAPUA NEW GUINEA			
BUILDING CREDIT		PAN	АМА		P	APUA NE	W GUINE	4
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			N	I/A		
•			Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	Yes	No		N/A	N/A	N/A	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	ľ	Vo .	No			No	No	
GETTING A JOB			:				:	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	98 Emp & Gov	N/A N/A	N/A N/A		0 N/A	N/A N/A	N/A N/A	
53. What % of wages are paid?	100%	N/A	N/A N/A		N/A	N/A	N/A N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		42	N/A	N/A	
	Mother	Father	,		Mother	Father	,	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	0			N.	No.		
58. Does the law mandate nondiscrimination based on gender in hiring?		No				Vo.		
59. Is it prohibited for prospective employers to ask about family status?		0				Vo.		
60. Is dismissal of pregnant workers prohibited?		2S				'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es es				lo 'es		
62. Are nursing mothers entitled to nursing breaks? 63. Are parents entitled to flexible/part-time schedules?		es lo				lo Vo		
·								
Retirement & pensions 64. When can one retire and get full benefits?	Women 57	Men 62			Women 55	Men 55		
65. When can one retire and get partial benefits?	55	60			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	١	'es				No		
68. Can women and men do the same jobs?	1	Vo.				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
70 C	No Mining	Factories	es Construction	Yes Other	Yes Mining		es Construction	No Other
70. Can women work in these occupations in the same way as men:	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting			Metalwork	Heavy lifting		
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			Y	'es		
<u> </u>		es /A				'es I/A		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N				N			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A	Emotional	Economic	N	I/A	Emotional	Econom
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N Yes	/A es Sexual Yes	Emotional Yes	Economic Yes	Physical Yes	/A 'es Sexual Yes	Emotional Yes	Econom No
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73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	N Y Yes Physical Yes Yes Y Y Y Y Y Y Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	/A 25	Criminal penalties Yes		Physical Yes	//A /es Sexual Yes es lo lo lo lo es fes es //A //A //A //A //A //A //A //A //A /	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	N Y Yes Physical Yes Yes Y. Y	/A 25	Criminal penalties Yes		Physical Yes	//A //es //s //s //s //s //s //s //s //s //	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage explicitly criminalized? 91. Is marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	N Y Yes Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A 25	Criminal penalties Yes		Physical Yes	//A /es Sexual Yes es lo lo lo lo es fes es //A //A //A //A //A //A //A //A //A /	Yes Criminal penalties No	Economi No

		PARAGUAY		PERU	J
REGION		Latin America & Caribbean		Latin America &	Caribbean
INCOME GROUP		Upper middle income		Upper middle	income
FEMALE POPULATION		3,432,342		15,349,2	99
FEMALE LABOR FORCE PARTICIPATION		59%		69%	
ACCESSING INSTITUTIONS					
Constitutional rights	V		,	/	
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?		es lo		'es 'es	
3. Does the constitution contain a clause on equality?		es		es es	
	Recognized	Invalid	Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A	
Quotas					
6. What are the quotas for women on corporate boards?		quota		quota	
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?		quota quota	_	quota	
9. What are the quotas for women on candidate lists for parliament?		0		0%	
10. What are the quotas for women on candidate lists for local government?	>	0	3	0%	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes	
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A	
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	Υ	es	<u> </u>	⁄es	
23. Are wives required to obey their husbands?		lo	_	No	
24. Must spouses jointly financially maintain the family?	Y	es	Y	'es	
USING PROPERTY					
Marital property regime					
25. What is the default marital property regime?		community of property		community of prop	perty
26. Who administers marital property?		Both must agree		Both must agree	
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N	/A	N	I/A	
28. Are there special provisions governing the marital home?	N	lo	1	No.	
29. Does the law provide for valuation of nonmonetary contributions?	Y	es	١	'es	
Property rights	Married	Unmarried	Married	Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes	
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	V	ior .		'es	
32. Do female and male surviving spouses have equal inheritance rights?		es		es es	
GOING TO COURT					
Equality of access					
33. Are customary law courts recognized?	N	lo	1	No	
34. Are personal law courts recognized?	N	lo	1	No	
35. Is a woman's testimony afforded equal weight to that of a man?	Y	es	١	'es	
Judicial representation 26 How many justices are on the constitutional court?		0		7	
36. How many justices are on the constitutional court? 37. Of those, how many are women?		1		1	
38. Is the Chief Justice a woman?		lo		No	
Efficiency of procedure					
39. Is there a small claims court/fast track procedure?		es	_	No	
40. If yes, what is the maximum amount (%GNI/capita)?	11	1%	N	I/A	
PROVIDING INCENTIVES TO WORK			_		
Personal income tax 41. Are childcare payments tax deductible?		lo	,	No	
e calleddic payments tax acadetatic:		:			
42. Are there tax deductions or credits specific to men/women?	Men No	Women No	Men No	Women No	
Childcare and education	110		140	. 110	
43. Is childcare subsidized or publicly provided?	Y	es	Y	'es	
44. Is primary education free and compulsory?	Y	es	Y	es es	
Financial support and care					
45. Does the government provide a child allowance to parents?		lo lo	_	No Yos	
46. Must employers provide leave to care for sick relatives?	N	lo	1	'es	

	PARAGUAY				PERU			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			C	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
Physical Control of the Control of t	Yes	Yes	No		No	Yes	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			I Status /es	Gender Yes	
·		NO	INO			162	162	
GETTING A JOB			1 2					
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	63	2	N/A		90	4	N/A	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	Emp	N/A	
53. What % of wages are paid?	50%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	21	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		'es				'es		
58. Does the law mandate nondiscrimination based on gender in hiring?	No					lo		
59. Is it prohibited for prospective employers to ask about family status?		lo 				lo '		
60. Is dismissal of pregnant workers prohibited?		'es				'es		
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		es es				es es		
63. Are parents entitled to flexible/part-time schedules?		10				10		
Retirement & pensions 64. When can one retire and get full benefits?	Women 60	Men 60			Women 65	Men 65		
65. When can one retire and get partial benefits?	55	55			65	65		
66. What is the mandatory retirement age?	N/A	N/A			70	70		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	1	/es			١	/es		
68. Can women and men do the same jobs?	١	/es			,	/es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. can women work in diese types of jobs in die same way as men.	Yes		es	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining	•	Construction	Other	Mining		Construction	Other
74.6	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Other Yes		Metalwork Yes	Heavy lifting Yes	Other Yes	
PROTECTIVE WOMEN FROM WISHERS	162	162	162		162	res	: 162	
PROTECTING WOMEN FROM VIOLENCE			•					
Domestic violence								
72. Is there domestic violence legislation?		es				'es		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	/A		
72. Is there domestic violence legislation?	N Y	/A es			N Y	/A es		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N Y Physical	/A es Sexual	Emotional	Economic	N Y Physical	/A es Sexual	Emotional	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Physical Yes	/A es Sexual Yes	Emotional Yes	Economic No	Physical Yes	/A es Sexual Yes	Emotional Yes	Economic No
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Physical Yes	es Sexual Yes			Physical Yes	es Sexual Yes		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Physical Yes Yes	Yes Yes Yes			Physical Yes Yes	/A es Sexual Yes es es		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Physical Yes Y Yes	es Sexual Yes			Physical Yes Yes Y	es Sexual Yes		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Y Yes Y Y Y	/A es Sexual Yes es es es			Physical Yes Yes Yes	/A es Sexual Yes es es es		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical Yes Yes Yes Y Y Y Y	/A Sexual Yes es es es es es es			Physical Yes Yes Y Ye Y Y	/A ses ses ses ses ses ses ses ses ses se		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	N Y Y Physical Yes Y Y Y Y Y Y	/A es Sexual Yes es	Yes		Physical Yes Yes Yes Yes Yes	/A es Sexual Yes es	Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N Y Y Physical Yes Y Y Y Y Y Y	/A es Sexual Yes es e	Yes		Physical Yes Yes Yes Yes Yes	/A es Sexual Yes es e	Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment**	Physical Yes Yes Y Y Y Y Y Legislation	/A es Sexual Yes es e	Yes Criminal penalties		Physical Yes	/A es Sexual Yes es es es es es cos cos cos cos cos cos cos cos cos co	Yes Criminal penalties	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N Y Physical Yes Yes Y Y Y Y Y Y Y Y Y Y	/A es Sexual Yes es e	Yes		Physical Yes Yes Yes Y Y Y Y Y Y	/A es Sexual Yes es e	Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	N Y Physical Yes Y Y Y Y Y Y Legislation Yes Yes Yes	/A es Sexual Yes es es es es es Civil remedies No	Criminal penalties Yes		Physical Yes	/A es Sexual Yes es es es es es es es ey es ey	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N Y Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes	/A es Sexual Yes es es es es es es No No	Criminal penalties Yes		Physical Yes	/A es Sexual Yes es es es es es es es yes yes yes yes	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 88. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N Y Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes	/A es Sexual Yes es es es es es No No No	Criminal penalties Yes		Physical Yes	/A es Sexual Yes es es es es es es es Yes es Yes es e	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 88. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N Y Y Physical Yes Y Y Y Y Y Y Y Y Legislation Yes Yes N N	/A es Sexual Yes es es es es es No No No	Criminal penalties Yes		Physical Yes	/A es Sexual Yes es es es es es Civil remedies Yes es es	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N Y Y Physical Yes Y Y Y Y Y Y Y Legislation Yes N N Boys 20	/A es Sexual Yes es es es es es es No No No lo lo Girls 20 es	Criminal penalties Yes		Physical Yes	/A es Sexual Yes es ses es ses Civil remedies Yes es ses es Ses es Ses es Ses Es Civil remedies Ses Ses Es Ses Ses Ses Ses Ses Ses Ses Ses Ses Se	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N Y Y Physical Yes Y Y Y Y Y Y Y Legislation Yes Yes S S O S S O S O S O S O S O S O S O S	/A es Sexual Yes es e	Criminal penalties Yes		Physical Yes	/A es Sexual Yes es e	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	N Y Y Physical Yes Y Y Y Y Y Y Y Legislation Yes Yes S S O S S O S O S O S O S O S O S O S	/A es Sexual Yes es es es es es es No No No lo lo Girls 20 es	Criminal penalties Yes		Physical Yes	/A es Sexual Yes es ses es ses Civil remedies Yes es ses es Ses es Ses es Ses Es Civil remedies Ses Ses Es Ses Ses Ses Ses Ses Ses Ses Ses Ses Se	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	N Y Y Physical Yes Y Y Y Y Y Y Y Y Legislation Yes N N Boys 20 Y Y	/A es Sexual Yes es e	Criminal penalties Yes		Physical Yes	/A es Sexual Yes es e	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marrital rape**	N Y Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y S S Y Y Y Y	/A es Sexual Yes es e	Criminal penalties Yes		Physical Yes	/A es Sexual Yes es e	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	N Y Y Physical Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes N N Soys 20 Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A es Sexual Yes es e	Criminal penalties Yes		N Y Y Physical Yes Yes Y Y Y Y Y Y Legislation Yes Yes Yes Yes 18 Yes N N	/A es Sexual Yes es e	Yes Criminal penalties No	Economic No

		PHILIPPINES		POLAND
REGION		East Asia & Pacific		High income: OECD
INCOME GROUP		Lower middle income		High income
FEMALE POPULATION		49,965,757		19,655,977
FEMALE LABOR FORCE PARTICIPATION		53%		60%
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	N	No	Y	es
2. If yes, does it mention gender?	N	I/A	N	lo
3. Does the constitution contain a clause on equality?	Υ	'es	Y	es
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?		quota	No c	
7. What are the quotas for women in parliament?		quota	No c	
What are the quotas for women in local government? What are the quotas for women on condidate lists for parliament?		1%	NO 0	juota
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?		quota	35	
· · · · · · · · · · · · · · · · · · ·				Unmarried
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married No	Unmarried Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes Yes	Yes
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	N	No	Y	es
23. Are wives required to obey their husbands?	N	No	N	lo
24. Must spouses jointly financially maintain the family?	Y	'es	Yı	es
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Full co	ommunity of property	Partial o	community of property
26. Who administers marital property?		Other	E	Both must agree
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?		I/A		/A
28. Are there special provisions governing the marital home?		No		lo
29. Does the law provide for valuation of nonmonetary contributions?		es .	Yı	
Property rights 20 De men and warmen have equal supportion rights to property?	Married	Unmarried		Unmarried
30. Do men and women have equal ownership rights to property?	No	Yes	Yes	Yes
Inheritance rights	,	,		
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?		'es		es
	T	⁄es	Y	es
GOING TO COURT				
Equality of access		,		
33. Are customary law courts recognized?		'es		lo .
34. Are personal law courts recognized?		es /	N	
35. Is a woman's testimony afforded equal weight to that of a man?	Y	'es	Yı	es
Judicial representation 36. How many justices are on the constitutional court?		15	1	5
37. Of those, how many are women?		3		4
38. Is the Chief Justice a woman?		es es	N N	
			10	
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	\	'es	Y	es
40. If yes, what is the maximum amount (%GNI/capita)?		6%	23	
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	1	No	N	lo
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	Yes	No	No	No
Childcare and education	103		INO	
43. Is childcare subsidized or publicly provided?		'es	Yı	PS
44. Is primary education free and compulsory?		'es		es es
Financial support and care				
45. Does the government provide a child allowance to parents?	1	No	Y	es
46. Must employers provide leave to care for sick relatives?		No		es
			l'	

		DUILIE	DIMEC		POLAND			
BUILDING CREDIT		PHILIF	PINES			PUL	AND	
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	09	%			C	1%		
•			Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	Yes		No	Yes	N/A	
Discrimination	Marital		Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	Y	'es	Yes			No	Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	60	7	N/A		182	14	182	
52. Who pays for such leave?	Gov 100%	Emp	N/A		Gov 100%	Gov	Gov	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	0	100% 0	N/A N/A		0	100%	Partially paid 898	
54. How much of such leave is dripald (days):			IV/A				030	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother 30	Father 30		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
	14/11	14//				:		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	V	es			V	'es		
58. Does the law mandate equal remainstration based on gender in hiring?		No No				Vo		
59. Is it prohibited for prospective employers to ask about family status?		No				Vo		
60. Is dismissal of pregnant workers prohibited?	Ye	es			Y	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	N	lo				'es		
62. Are nursing mothers entitled to nursing breaks?	Ye					'es		
63. Are parents entitled to flexible/part-time schedules?	N	0			١	No .		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			67	67		
65. When can one retire and get partial benefits?	60	60			62	65		
66. What is the mandatory retirement age?	65	65			N/A	N/A		
Working hours and industry restrictions		,				,		
67. Can women and men work the same night hours?		'es				Yes N-		
68. Can women and men do the same jobs?		'es				No :		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate ,	Arduous	Hazardous		appropriate	Arduous
70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	es Construction	Yes Other	No Mining		es Construction	No Other
70. Can women work in triese occupations in the same way as men.	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?								
	Ve	2C			V	/pc		
73 If not, are there addravated behaltles for ottenses between spouses/family members?		es /A				es		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N/	/A			N	'es I/A		
	N/		Emotional	Economic	N	/A	Emotional	Economi
74. Are there clear criminal penalties for domestic violence?	N/ Ye	/A es	Emotional Yes	Economic Yes	N N	/A No	Emotional Yes	Economi No
74. Are there clear criminal penalties for domestic violence?	N, Ye Physical Yes	/A es Sexual			Physical Yes	/A No Sexual		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N/ Ye Physical Yes Yes	Yes Yes es			Physical Yes Y	V/A No Sexual Yes Yes		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N/ Ye Physical Yes Ye Ye	/A es Sexual Yes es es			Physical Yes Yes	V/A Vo Sexual Yes Yes Vo Ves		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Ny. Yes Physical Yes Yes Yes Yes Yes	YA Sexual Yes Yes 25 26 27 28 28 28 28			Physical Yes Yes Yes Yes	/A Sexual Yes 'es 'olo 'o'es 'es 'es		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Ny. Yes Physical Yes Yes Yes Yes Yes Yes Yes	Yes Ess Sexual Yes Sess Sess Sess Sess Sess Sess Sess			Physical Yes Yes Yes Yes Yes	V/A Ves		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	N, Ye Physical Yes Yes Yee Yee Yee	Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S			Physical Yes Yes Yes Y Y Y Y Y	V/A Volume Ves Ves Ves Ves Ves Ves Ves Ves Ves Ve		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Ny. Yes Physical Yes	Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes		Physical Yes Yes Yes Yes Yes Yes	//A No Sexual Yes es No Ges	Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N, Ye Physical Yes Yes Yee Yee Yee	Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S			Physical Yes Yes Yes Y Y Y Y Y	V/A Volume Ves Ves Ves Ves Ves Ves Ves Ves Ves Ve		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist:	Ny. Yes Physical Yes	VA Sexual Yes 25 25 25 25 25 25 26 Civil remedies Yes	Criminal penalties Yes		Physical Yes	//A lo Sexual Yes es lo lo ees es es // // // // // // // // // // // // /	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Ny. Yes Physical Yes	/A Pes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties		Physical Yes	//A Jo Sexual Yes es Jo Ges es Ges Ges Ges Yes Yes Yes Yes Yes Yes	Yes Criminal penalties	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Ny. Yes Physical Yes	/A Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Criminal penalties Yes		Physical Yes	//A lo Sexual Yes es lo (es es fes //E //E //E //E //E //E //E /	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Ny. Yes Physical Yes	/A 25	Criminal penalties Yes		Physical Yes	//A lo Sexual Yes es lo lo les es ces es Yes Yes yes yes Yes Yes Yes Yes Yes	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	N, Ye Physical Yes Yes Ye N Legislation Yes Yes N Boys	/A 25 Sexual Yes Yes Yes Yes 25 Sexual Yes Yes 25 Sexual Yes Yes 25 Sexual Yes 25 Sexu	Criminal penalties Yes		Physical Yes Yes Yes Y Y Y Y Y Y Legislation Yes Yes Yes Yes	//A Jo Sexual Yes es Jo (es es es Yes es Yes es Yes fes fes fes fes fes fes fes fes fes	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Ny, Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes Legislation Yes Yes Yes Yes Yes Yes Yes	/A 25	Criminal penalties Yes		Physical Yes	//A lo Sexual Yes	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N, Yes Physical Yes Ye Yes Y	/A 25 Sexual Yes	Criminal penalties Yes		Physical Yes	//A lo Sexual Yes Ses Solution Yes Ses Solution Yes Ses Solution Yes Yes Ses Solution Girls 18 Ses	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N, Yes Physical Yes	/A 25	Criminal penalties Yes		Physical Yes	//A lo Sexual Yes es lo lo lees es es Yes Yes es Yes Civil remedies Yes Yes Ses In the ses Yes Yes Yes Yes Yes Yes Yes	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	N, Yes Physical Yes	/A 25 Sexual Yes	Criminal penalties Yes		Physical Yes	//A lo Sexual Yes Ses Solution Yes Ses Solution Yes Ses Solution Yes Yes Ses Solution Girls 18 Ses	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	N, Yes Physical Yes Ye Yes Y	/A 25	Criminal penalties Yes		Physical Yes	//A lo Sexual Yes es lo lo les es es Yes Yes Yes Yes Yes Yes	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	N, Yes Physical Yes Ye Yes Y	/A 25	Criminal penalties Yes		Physical Yes	//A lo Sexual Yes es lo lo lees es es Yes Yes es Yes Civil remedies Yes Yes Ses In the ses Yes Yes Yes Yes Yes Yes Yes	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N, Yes Physical Yes	/A 25	Criminal penalties Yes		Physical Yes	//A Jo Sexual Yes es Jo	Criminal penalties Yes	Economic No

PORTUGAL	GAL	PUERTO RICO (U.S.)				
REGION		High income			Latin America	
NCOME GROUP		High income			High ir	
FEMALE POPULATION		5,358,9			1,841	
EMALE LABOR FORCE PARTICIPATION		70%			41	<u> </u>
		7070				,,,
CCESSING INSTITUTIONS Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	Y	es		Y	/es	
. If yes, does it mention gender?		lo			/es	
Does the constitution contain a clause on equality?	Y	es			/es	
	Recognized	Invalid		Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Duotas						
What are the quotas for women on corporate boards?	No o	quota		No o	quota	
. What are the quotas for women in parliament?	No quota			No o	quota	
. What are the quotas for women in local government?	No c	quota		No o	quota	
. What are the quotas for women on candidate lists for parliament?	33%			No o	quota	
What are the quotas for women on candidate lists for local government?	33	3%		No o	quota	
lights of married and unmarried women	Married	Unmarried		Married	Unmarried	
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
2. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		N/A Vos	N/A Vos	
Can a woman travel outside the country in the same way as a man? Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
5. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
6. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
7. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
8. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
9. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
0. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A		Yes	Yes	
Division of responsibility within marriage 2. Do spouses have equal rights to convey citizenship?	V	es		V	⁄es	
3. Are wives required to obey their husbands?		lo			Vo	
4. Must spouses jointly financially maintain the family?		es			/es	
SING PROPERTY						
Marital property regime 5. What is the default marital property regime?	Partial (community of prop	nerty	Partial	community of p	ronerty
6. Who administers marital property?		Both must agree			Both must agree	
Protecting a wife's interests						
7. If the husband administers property, is spousal consent required for major transactions?	N	/A		N	I/A	
8. Are there special provisions governing the marital home?	N	lo		1	Vo	
9. Does the law provide for valuation of nonmonetary contributions?	Y	es		Y	/es	
roperty rights	Married	Unmarried		Married	Unmarried	
O. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
nheritance rights						
1. Do sons and daughters have equal inheritance rights?	Y	es		Y	/es	
2. Do female and male surviving spouses have equal inheritance rights?	Y	es		Y	/es	
DING TO COURT						
quality of access						
3. Are customary law courts recognized?	N	lo		1	Vo	
4. Are personal law courts recognized?	N	lo		N	Vo	
5. Is a woman's testimony afforded equal weight to that of a man?	Y	es		Y	/es	
udicial representation						
6. How many justices are on the constitutional court?	1	3			9	
7. Of those, how many are women?		5			4	
8. Is the Chief Justice a woman?	N	lo		Y	/es	
fficiency of procedure						
9. Is there a small claims court/fast track procedure?		es			/es	
D. If yes, what is the maximum amount (%GNI/capita)?	91	1%		77	7%	
ROVIDING INCENTIVES TO WORK						
ersonal income tax						
1. Are childcare payments tax deductible?	Y	es		Y	/es	
	Men	Women		Men	Women	
2. Are there tax deductions or credits specific to men/women?	No	No		No	No	
hildcare and education						
3. Is childcare subsidized or publicly provided?		es			es/es	
4. Is primary education free and compulsory?	Y	es		Y	/es	
inancial support and care						
				Y	/es	
Does the government provide a child allowance to parents? Must employers provide leave to care for sick relatives?		es			/es	

	PORTUGAL			ı	PUERTO RICO (U.S.)			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%	,		0)%		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions N/A		Retailers Yes	Utilities Yes	Microfinance institutions No	
Discrimination		Status	Gender			•	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	Yes		Marital Status Yes		Yes	
GETTING A JOB		-						
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	No	No	Yes		Yes	No	Yes	
51. How much of such leave is paid (days)?	N/A	N/A	120		56	N/A	0	
52. Who pays for such leave?	N/A	N/A	Gov		Emp	N/A	N/A	
53. What % of wages are paid?	N/A	N/A	100%		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	N/A	N/A	0		0	N/A	84	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the: 56. In paid parental leave is there a portion that must be taken by the:	N/A 42	N/A 14			0 N/A	0 N/A		
	42	14			IV/A	: IN/A		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	V	es			N	i. No		
58. Does the law mandate equal remarkation for work of equal value:		25				es es		
59. Is it prohibited for prospective employers to ask about family status?		Yes				Vo		
60. Is dismissal of pregnant workers prohibited?	Y	es			Y	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		/A				es es		
62. Are nursing mothers entitled to nursing breaks?		2S				'es		
63. Are parents entitled to flexible/part-time schedules?	Y	es es			١	Vo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	66	66			67	67		
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	66 N/A	66 N/A			62 N/A	62 N/A		
	IN/A	N/A			N/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	'es			\	Yes		
68. Can women and men do the same jobs?		'es				Yes		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous	Morally in:	appropriate	Arduous
os. can women work in triese types of jobs in the same way as men.	Yes		'es	Yes	Yes	·	es es	Yes
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining Yes	Factories Yes	Construction Yes	Other Yes
71. Can women work on these tasks in the same way as men:	Metalwork				Metalwork			
		Heavy lifting	Other				Other	
	Yes	Yes	Yes		Yes	Yes	Other Yes	
PROTECTING WOMEN FROM VIOLENCE								
PROTECTING WOMEN FROM VIOLENCE Domestic violence								
Domestic violence	Yes				Yes			
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Yes N	Yes es /A			Yes Y	Yes /es		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Y. N. Y.	Yes es /A	Yes		Yes Yes Y	Yes /es I/A	Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Yes N Physical	Yes Yes Yes Sexual	Yes Emotional	Economic	Yes Yes N Physical	Yes Yes Yes I/A Yes Sexual	Yes Emotional	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Yes N Physical Yes	Yes Yes Yes Yes Sexual Yes	Yes	Economic Yes	Yes Yes N Physical Yes	Yes Yes Yes Yes Yes Yes	Yes	Economi No
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Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 88. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Yes N Physical Yes Yes Yes Yes Yes Legislation Yes Yes N Boys 18 Yes Yes N N N N N N N N N N N N N	Yes Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Fes Ves Emotional Yes Criminal penalties No		Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes Yes Yes N Boys 21 Y N N	Yes Yes Ves Sexual Yes	Yes Emotional Yes Criminal penalties Yes	Economic No

		OATAR		ROMANIA
REGION		Middle East & North Africa		Europe & Central Asia
INCOME GROUP		High income		Upper middle income
FEMALE POPULATION		532,829		10,214,931
FEMALE LABOR FORCE PARTICIPATION		52%		57%
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	Ye	25	Y	·es
2. If yes, does it mention gender?	Ye	25	1	lo .
3. Does the constitution contain a clause on equality?	Ye	25	Y	'es
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No q			quota
7. What are the quotas for women in parliament?	No q		_	quota
What are the quotas for women in local government? What are the quotas for women on condidate lists for parliament?	No q			quota
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No q No q			quota
				Unmarried
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Yes	Unmarried Yes	Married Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	No	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	No	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	No	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	No	No	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	Yes	Yes
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	N	0	Y	'es
23. Are wives required to obey their husbands?	Ye			No .
24. Must spouses jointly financially maintain the family?	N	0	Y	'és
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?		aration of property		community of property
26. Who administers marital property?		Original owner		Both must agree
Protecting a wife's interests	M	/^	N.	1/1
27. If the husband administers property, is spousal consent required for major transactions?	N,		_	/A /es
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?	N			'és
·				
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes	Married Yes	Unmarried Yes
Inheritance rights	103	TCS .	163	: 10
31. Do sons and daughters have equal inheritance rights?	N	n		/es
32. Do female and male surviving spouses have equal inheritance rights?	N N			es es
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	N	0		lo
34. Are personal law courts recognized?		25		lo
35. Is a woman's testimony afforded equal weight to that of a man?		0		es es
Judicial representation				
36. How many justices are on the constitutional court?	-	7		9
37. Of those, how many are women?	(2
38. Is the Chief Justice a woman?	N	0	1	lo
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Ye	25	Y	'es
40. If yes, what is the maximum amount (%GNI/capita)?	99	%	30	0%
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	N	0	1	lo
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Ye	25	Y	'es
44. Is primary education free and compulsory?	Ye	25	Y	es es
Francisco de la constanta de l				
Financial support and care				
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	N	0	Y	'es

	QATAR				ROMANIA			
BUILDING CREDIT								
Credit agencies 47. Minimum Joan amount covered by credit agencies (% CNII/capita)?	0	%			0	1%		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	U	70			U	70		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions No		Retailers No	Utilities No	Microfinance institutions Yes	
Discrimination		l Status	Gender			! Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No	Yes	
·		10	140			140	103	
GETTING A JOB			1					
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes 50	No N/A	No N/A		Yes 126	Yes 15	Yes 302	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	Emp	N/A N/A	N/A N/A		Gov	Emp	Gov	
53. What % of wages are paid?	100%	N/A	N/A N/A		85%	100%	Partially paid	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	365	
34. How much of such leave is alipaid (days):			IVA				303	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother 0	Father 0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			30	30		
	IV/A	IN/A			30	30		
Workplace protections E7 Does the law mandate equal componentian for work of equal value?		lo			- X-	'oc		
57. Does the law mandate equal remuneration for work of equal value?		lo				'es		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo lo				'es Vo		
59. Is it prohibited for prospective employers to ask about family status?60. Is dismissal of pregnant workers prohibited?		10 10				vo 'es		
61. Are mothers quaranteed an equivalent position after maternity leave?		lo				'es		
62. Are nursing mothers entitled to nursing breaks?		es es				'es		
63. Are parents entitled to flexible/part-time schedules?		10				45 Vo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55 40	60 40			63	65 65		
65. When can one retire and get partial benefits?	N/A	N/A			63	65		
66. What is the mandatory retirement age?	IN/A	IV/A			03	. 00		
Working hours and industry restrictions		,				,		
67. Can women and men work the same night hours?		/es				Yes		
		No						
68. Can women and men do the same jobs?						Yes		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	nappropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
69. Can women work in these types of jobs in the same way as men:	Hazardous No	Morally in	No	No	Hazardous Yes	Morally in	es/es	Yes
·	Hazardous No Mining	Morally ir Factories		No Other	Hazardous Yes Mining	Morally in	es Construction	Yes Other
69. Can women work in these types of jobs in the same way as men:70. Can women work in these occupations in the same way as men:	Hazardous No Mining Yes	Morally ir Factories Yes	No Construction Yes	No	Yes Mining Yes	Morally in	Yes Yes	Yes
69. Can women work in these types of jobs in the same way as men:	Hazardous No Mining Yes	Morally ir Factories	No Construction Yes	No Other	Yes Mining Yes	Morally in	Yes Yes	Yes Other
69. Can women work in these types of jobs in the same way as men:70. Can women work in these occupations in the same way as men:71. Can women work on these tasks in the same way as men:	No Mining Yes Metalwork	Morally in Factories Yes Heavy lifting	No Construction Yes Other	No Other	Yes Mining Yes Metalwork	Morally in Y Factories Yes Heavy lifting	res Construction Yes Other	Yes Other
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Mining Yes Metalwork	Morally in Factories Yes Heavy lifting	No Construction Yes Other	No Other	Yes Mining Yes Metalwork	Morally in Y Factories Yes Heavy lifting	res Construction Yes Other	Yes Other
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Hazardous No Mining Yes Metalwork Yes	Factories Yes Heavy lifting	No Construction Yes Other	No Other	Hazardous Yes Mining Yes Metalwork Yes	Morally in Y Factories Yes Heavy lifting Yes	res Construction Yes Other	Yes Other
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Hazardous No Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	No Construction Yes Other	No Other	Hazardous Yes Mining Yes Metalwork Yes	Morally in. Y Factories Yes Heavy lifting Yes	res Construction Yes Other	Yes Other
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Hazardous No Mining Yes Metalwork Yes	Morally in Factories Yes Heavy lifting Yes	No Construction Yes Other	No Other	Hazardous Yes Mining Yes Metalwork Yes	Morally in. Y Factories Yes Heavy lifting Yes	res Construction Yes Other	Yes Other
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Hazardous No Mining Yes Metalwork Yes	Morally in Factories Yes Heavy lifting Yes	No Construction Yes J Other Yes	No Other Yes	Hazardous Yes Mining Yes Metalwork Yes Yes	Morally in. Y Factories Yes Heavy lifting Yes Yes	Yes Other Yes Yes	Yes Other Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Hazardous No Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes lo lo Sexual	No Construction Yes Gother Yes Emotional	No Other Yes	Hazardous Yes Mining Yes Metalwork Yes Yes N N Physical	Morally in Yes Factories Yes Heavy lifting Yes Yes Ges J/A Ges Sexual	Construction Yes Other Yes Yes Emotional	Yes Other Yes
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	R	USSIAN FE	DERATION		RWA	NDA
REGION		Europe & Ce	ntral Asia		Sub-Sahar	an Africa
INCOME GROUP		High inc	ome		Low in	come
FEMALE POPULATION		77,505,	380		6,190	,093
FEMALE LABOR FORCE PARTICIPATION		69%	S		88	%
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?		No .		Y		
2. If yes, does it mention gender?		I/A /		Y		
3. Does the constitution contain a clause on equality?		es		Y		
A le sustamanu laur recognized / involid if it violates provisions on pondissimination or equality?	Recognized	Invalid		Recognized Yes	Invalid Yes	
 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? 	No No	N/A N/A		No	n/A	
Ouotas	140	IV/A		140	NA	
6. What are the quotas for women on corporate boards?	No	quota		No o	juota	
7. What are the quotas for women in parliament?		quota		30		
8. What are the quotas for women in local government?		quota		30)%	
9. What are the quotas for women on candidate lists for parliament?	No (quota		No o	juota	
10. What are the quotas for women on candidate lists for local government?	No (quota		No o	juota	
Rights of married and unmarried women	Married	Unmarried		_	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
15. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		Yes	Yes Yes	
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes No	Yes Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		No	Yes	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?	١	'es		Y	es	
23. Are wives required to obey their husbands?		No		_	lo	
24. Must spouses jointly financially maintain the family?	١	es es		Y	es	
USING PROPERTY				_		
Marital property regime	D 11.1	21 6		F.11	21 6	
What is the default marital property regime? Who administers marital property?		community of pro Both must agree	operty	_	ommunity of pro Both must agree	
		botti must agree			outil must agree	
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N	I/A		N	/A	
28. Are there special provisions governing the marital home?		No.			lo	
29. Does the law provide for valuation of nonmonetary contributions?		'es		Y	es	
Property rights	Married	Unmarried		Married	Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	١	es/es		Y	es	
32. Do female and male surviving spouses have equal inheritance rights?	Υ	es es		Y	es	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	1	No		N	lo	
34. Are personal law courts recognized?		No		N		
35. Is a woman's testimony afforded equal weight to that of a man?	١	'es		Yı	es	
Judicial representation		10			4	
36. How many justices are on the constitutional court?		3		_	7	
37. Of those, how many are women? 38. Is the Chief Justice a woman?		No No		N.		
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?		'es		N	lo	
40. If yes, what is the maximum amount (%GNI/capita)?		1%		_	/A	
PROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	1	No		N	lo	
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education						
43. Is childcare subsidized or publicly provided?		'es		_	lo	
44. Is primary education free and compulsory?	Y	es es		Y	es	
Financial support and care						
45. Does the government provide a child allowance to parents?		es /es		_	lo	
46. Must employers provide leave to care for sick relatives?	\	es es		N	IU	

	R	USSIAN F	EDERATIO	N		RWA	NDA	
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	C	1%				0%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions	!	Retailers	Utilities	Microfinance institutions	
	No	No	Yes		No	Yes	Yes	
Discrimination	Marita	l Status	Gender			al Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No			No	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	Yes		Yes	Yes	No N/A	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	140 Gov	N/A N/A	1025 Gov		84 Emp	4 Emp	N/A N/A	
53. What % of wages are paid?	100%	N/A	Partially paid		60%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	0		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		No.				No		
58. Does the law mandate nondiscrimination based on gender in hiring?		No .				No		
59. Is it prohibited for prospective employers to ask about family status?		Vo 'es				No Yes		
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		'es				yes Yes		
62. Are nursing mothers entitled to nursing breaks?		'es				Yes		
63. Are parents entitled to flexible/part-time schedules?		'es				No		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			55	55		
65. When can one retire and get partial benefits?	55	60			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		Yes				Yes		
68. Can women and men do the same jobs?		No				Yes		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
	No		Yes	No	Yes		'es	Yes
70. Can women work in these occupations in the same way as men:	Mining No	Factories No	Construction No	Other No	Mining Yes	Yes	Construction Yes	Other Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting		IVO		Heavy lifting		103
· · · · · · · · · · · · · · · · · · ·	No	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	١	No			,	Yes		
73. If not, are there aggravated penalties for offenses between spouses/family members?	1	Vo.			1	V/A		
74. Are there clear criminal penalties for domestic violence?	1	Vo.			,	Yes		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?		No .				Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?		lo lo				No No		
79. Do protection orders for domestic violence exist?		Vo				No		
80. Do protection orders for domestic violence remove the perpetrator from the home?		/A				No		
81. Do protection orders for domestic violence prohibit contact?		I/A				No		
82. Is there a specialized court/procedure for domestic violence?	1	Vo			,	Yes		
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	No	Yes	
85. Is there legislation on sexual harassment in education?	1	Vo				No		
86. Is there legislation on sexual harassment in public places?	١	Vo.				No		
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			21	21		
88. Are there exceptions?		es '				Yes		
89. Is child marriage void or prohibited?		'es				Yes		
90. Is child marriage penalized? Marital rape		No .				Yes		
riarrariape					,	1/		
,		ln.				YPS		
91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?		lo 'es				Yes V/A		
91. Is marital rape explicitly criminalized?	Υ				1			

	SÃO	TOMÉ AND PRÍNCIP	E	SAUDI ARABIA
REGION		Sub-Saharan Africa		Middle East & North Africa
INCOME GROUP		Lower middle income		High income
FEMALE POPULATION		100,129		12,378,753
FEMALE LABOR FORCE PARTICIPATION		48%		21%
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	N	0	1	Vo
2. If yes, does it mention gender?	N,	/A		I/A
3. Does the constitution contain a clause on equality?	Ye	es es		No.
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
Quotas				
6. What are the quotas for women on corporate boards?	No q			quota
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No q No q		_	0% quota
9. What are the quotas for women on candidate lists for parliament?	No q			quota
What are the quotas for women on candidate lists for local government?	No q			quota
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	No
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	No	No
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	No	No
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	No	Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes	Yes Yes	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	No
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	No	No
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?		25		No
23. Are wives required to obey their husbands?	N			⁄es
24. Must spouses jointly financially maintain the family?	Ye	25		No.
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?		community of property	Sep	paration of property
26. Who administers marital property?	E	Both must agree		Original owner
Protecting a wife's interests	M	/^		1/A
27. If the husband administers property, is spousal consent required for major transactions?28. Are there special provisions governing the marital home?	N,			I/A No
29. Does the law provide for valuation of nonmonetary contributions?		25		VO VO
	Married	Unmarried		Unmarried
Property rights 30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights	103	163	163	: 165
31. Do sons and daughters have equal inheritance rights?	V.	25		No
32. Do female and male surviving spouses have equal inheritance rights?		25		No.
	.,			10
GOING TO COURT				
Equality of access 33. Are customary law courts recognized?	N	0		No
34. Are personal law courts recognized?		0		es
35. Is a woman's testimony afforded equal weight to that of a man?		25		Vo .
Judicial representation				
36. How many justices are on the constitutional court?			N	I/A
37. Of those, how many are women?				I/A
38. Is the Chief Justice a woman?	N	0	_	I/A
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	N	0)	'es
40. If yes, what is the maximum amount (%GNI/capita)?	N,	/A	2	1%
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	N	0	1	Vo
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Ye	es		No
44. Is primary education free and compulsory?	Ye	es	١	'es
Encoded a condition of the condition of				
Financial support and care				
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	N	0		No

	SÃO TOMÉ AND PRÍNCIPE			IPE	SAUDI ARABIA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	I/A				0%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	N/A	N/A	N/A		Yes	Yes	Yes	
Discrimination 1997		l Status	Gender			al Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No			No	No	
GETTING A JOB			•					
Parental benefits TO Door the law mandate the following types of lawys.	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental No	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	90	0	N/A		70	res 1	N/A	
52. Who pays for such leave?	Gov	N/A	N/A		Emp	Emp	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	1	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		No .				No		
58. Does the law mandate nondiscrimination based on gender in hiring? 59. Is it prohibited for prospective employers to ask about family status?		No No				No No		
60. Is dismissal of pregnant workers prohibited?		vo Vo				No No		
61. Are mothers quaranteed an equivalent position after maternity leave?		Vo				No		
62. Are nursing mothers entitled to nursing breaks?		es/es				Yes		
63. Are parents entitled to flexible/part-time schedules?	1	Vo				No		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	62	62			55	60		
65. When can one retire and get partial benefits?	62	62			55	50		
66. What is the mandatory retirement age?	N/A	N/A			55	60		
Working hours and industry restrictions						N		
67. Can women and men work the same night hours?		No				No		
68. Can women and men do the same jobs?		No				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
70. Can warman work in these assurations in the same way as many	No Mining	Factories	Yes Construction	No Other	No Mining		/es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	No	Yes	Yes	Yes	No	Yes	Yes	No
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting			Metalwork	Heavy lifting		
	Yes	Yes	Yes		No	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	١	es/es				Yes		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	I/A				N/A		
74. Are there clear criminal penalties for domestic violence?	١	es/es				Yes		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?		/es /es				Yes No		
77. Does domestic violence regislation protect normer spouses? 78. Does domestic violence legislation protect unmarried intimate partners?		es /es				No		
79. Do protection orders for domestic violence exist?		es es				No		
80. Do protection orders for domestic violence remove the perpetrator from the home?		'es				No		
81. Do protection orders for domestic violence prohibit contact?)	es/es				No		
82. Is there a specialized court/procedure for domestic violence?	١	es/es				No		
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		No	No	No	
85. Is there legislation on sexual harassment in education?	1	No				No		
86. Is there legislation on sexual harassment in public places?	ľ	No				No		
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18						
88. Are there exceptions?		es /es				No		
89. Is child marriage void or prohibited?		/es				No		
90. Is child marriage penalized?		No				No		
Marital rape		/pc				No		
Marital rape 91. Is marital rape explicitly criminalized?	١	'es I/A				No No		
Marital rape	Ŋ	/es I/A No				No No No		

_		SENEGA		SERBIA			
REGION		Sub-Saharan Af			Europe & Central Asia		
INCOME GROUP		Lower middle inc			Upper middle income		
FEMALE POPULATION		7,407,650	ione		3,645,506		
FEMALE LABOR FORCE PARTICIPATION		67%			54%		
CCESSING INSTITUTIONS		3770			5.,0		
Constitutional rights							
I. Does the constitution contain a clause on nondiscrimination?	Y	25		Y	és .		
2. If yes, does it mention gender?		0		Yes			
B. Does the constitution contain a clause on equality?	Y	25			'es		
	Recognized	Invalid		Recognized	Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A		
Duotas					•		
. What are the quotas for women on corporate boards?	No o	uota		No o	quota		
'. What are the quotas for women in parliament?	No c	uota		No o	quota		
3. What are the quotas for women in local government?	No c	uota		No o	quota		
). What are the quotas for women on candidate lists for parliament?	50	1%		30	0%		
O. What are the quotas for women on candidate lists for local government?	50	1%		30	0%		
Rights of married and unmarried women	Married	Unmarried			Unmarried		
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes		
2. Can a woman apply for a national ID card in the same way as a man?	No	Yes		Yes	Yes		
Can a woman travel outside the country in the same way as a man? Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes		
4. Can a woman travel outside her nome in the same way as a man? 5. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes		
6. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes		
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes		
8. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes		
9. Can a woman choose where to live in the same way as a man?	No	Yes		Yes	Yes		
0. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes		
1. Can a woman be "head of household" in the same way as a man?	No	Yes		N/A	N/A		
Division of responsibility within marriage							
2. Do spouses have equal rights to convey citizenship?		es			es .		
13. Are wives required to obey their husbands?		0			lo 		
24. Must spouses jointly financially maintain the family?	Yı	25		Y	'es		
SING PROPERTY							
Marital property regime	C			D 11 1	21 6 1		
25. What is the default marital property regime?		aration of property			community of property		
6. Who administers marital property?		Original owner		l l	Both must agree	_	
Protecting a wife's interests	Al	/A		A)	1/8		
27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?		/A lo			/A lo		
9. Does the law provide for valuation of nonmonetary contributions?		0			és		
·							
Property rights 0. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes		Married Yes	Unmarried Yes		
	103	103		103	163		
nheritance rights 1. Do core and doughters have equal inheritance rights?	Α.	0		V	'es		
Do sons and daughters have equal inheritance rights? Do female and male surviving spouses have equal inheritance rights?		0			'es		
	11	0		- '	C3		
OING TO COURT							
Equality of access		-			i.		
3. Are customary law courts recognized?		0			lo lo		
A. Are personal law courts recognized? Is a woman's testimony afforded equal weight to that of a man?		0			lo 'es		
	Yı	25		Y	ts		
A How many justices are on the constitutional court?)		-	15		
6. How many justices are on the constitutional court? 7. Of those, how many are women?)			6		
8. Is the Chief Justice a woman?		0			es es		
	- IN						
Efficiency of procedure 9. Is there a small claims court/fast track procedure?	N.	0		V	'és		
O. If yes, what is the maximum amount (%GNI/capita)? Output Description:	N				%		
ROVIDING INCENTIVES TO WORK	.,						
Personal income tax 1. Are childcare payments tax deductible?	, N	0		N	lo .		
2 Are there the deductions or credits specific to man human?	Men	Women		Men	Women		
2. Are there tax deductions or credits specific to men/women?	No	No		No	No		
Childcare and education					loc		
3. Is childcare subsidized or publicly provided?		25			'es		
4. Is primary education free and compulsory?	Y	25		Υ	'es		
F. Door the government provide a child allowance to parents?		25			'or		
5. Does the government provide a child allowance to parents?		0			'es 'es		
46. Must employers provide leave to care for sick relatives?				Y	P1		

	SENEGAL				SERBIA				
BUILDING CREDIT									
Credit agencies 47. Minimum John amount covered by credit agencies (% CNII (capita))?	100	120/			0	%			
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	190	,			U	%	,		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions		Retailers No	Utilities No	Microfinance institutions No		
Discrimination		•				•	Gender		
Discrimination 49. Is discrimination in access to credit prohibited based on:		l Status No	Gender No			I Status No	No		
·	'	NO .	INU			NO	INU		
GETTING A JOB									
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental		
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	Yes		
51. How much of such leave is paid (days)?	98	1	N/A		135	N/A	230		
52. Who pays for such leave?	Gov	Emp	N/A		Gov	N/A	Gov		
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	100%		
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	U		
	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0			
Workplace protections									
57. Does the law mandate equal remuneration for work of equal value?	N					lo			
58. Does the law mandate nondiscrimination based on gender in hiring?	N					es			
59. Is it prohibited for prospective employers to ask about family status?	N					lo			
60. Is dismissal of pregnant workers prohibited?		es				'es			
61. Are mothers guaranteed an equivalent position after maternity leave?		es				lo			
62. Are nursing mothers entitled to nursing breaks?		es				es			
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo			
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	60	60			65	65			
65. When can one retire and get partial benefits?	53	53			65	65			
66. What is the mandatory retirement age?	60	60			65	65			
Working hours and industry restrictions									
67. Can women and men work the same night hours?	Y	es/es			١	/es			
68. Can women and men do the same jobs?	1	Vo			١	/es			
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous	
	Yes		No	Yes	Yes		'es	Yes	
70. Can women work in these occupations in the same way as men:	Mining No	No No	Construction No	Other Yes	Mining Yes	Yes	Construction Yes	Other Yes	
71. Can women work on these tasks in the same way as men:		Heavy lifting		163		Heavy lifting		163	
71. Can women work on these tasks in the same way as men.	No	No No	No		Yes	Yes	Yes		
DDOTECTING WOMEN EDOM VIOLENCE	110				103	103	103		
PROTECTING WOMEN FROM VIOLENCE									
Domestic violence									
72. Is there domestic violence legislation?	Y	es			Y	'es			
	Yo N,				N	/A			
72. Is there domestic violence legislation?	N,				N				
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N,	/A	Emotional	Economic	N	/A	Emotional	Economic	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N, Ye Physical Yes	/A es Sexual No	Emotional No	Economic No	Physical Yes	/A es Sexual No	Emotional Yes	Economic No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N, Ye Physical Yes	/A es Sexual			Physical Yes	/A es Sexual			
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N, Yo Physical Yes N	v/A es Sexual No es lo			Physical Yes Yes	/A es Sexual No es es es			
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N, Yo Physical Yes Yi	/A es Sexual No es lo			Physical Yes Yes Y	/A es Sexual No es es es			
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	N, Yes Physical Yes Yes N N N	/A es Sexual No es lo			Physical Yes Yes Yes	/A ees Sexual No ees ees ees ees			
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		SEYCHELLES		SIERRA LEONE
REGION		Sub-Saharan Africa		Sub-Saharan Africa
INCOME GROUP		High income		Low income
FEMALE POPULATION		45,040		3,122,940
FEMALE LABOR FORCE PARTICIPATION				68%
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Y	es es	Y	es
2. If yes, does it mention gender?	٨	lo .		es
3. Does the constitution contain a clause on equality?	Y	'és es	Y	es
	Recognized	Invalid	Recognized	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas	No.	auoto.	No.	nucta.
6. What are the quotas for women on corporate boards?		quota		quota
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?		quota quota		guota 2%
9. What are the quotas for women on candidate lists for parliament?		quota		juota
10. What are the quotas for women on candidate lists for local government?		quota		juota
Rights of married and unmarried women	Married	Unmarried		Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?15. Can a woman qet a job in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes N/A	Yes N/A	Yes N/A	Yes N/A
21. Can a woman be "head of household" in the same way as a man?	IV/A	IV/A	IN/A	IV/A
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	Υ	'es	N	lo
23. Are wives required to obey their husbands?		lo		10
24. Must spouses jointly financially maintain the family?		'es		ies es
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Sep	aration of property	Sep	aration of property
26. Who administers marital property?		Original owner		Original owner
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N.	/A		/A
28. Are there special provisions governing the marital home?		No.		lo
29. Does the law provide for valuation of nonmonetary contributions?		lo .		lo
Property rights	Married	Unmarried		Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights	V		, , , , , , , , , , , , , , , , , , ,	
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?		es 'es		es es
	11	es	'	62
GOING TO COURT				
Equality of access	Α.	lo.	, v	inc
33. Are customary law courts recognized? 34. Are personal law courts recognized?		lo		es lo
35. Is a woman's testimony afforded equal weight to that of a man?		es es		es
Judicial representation		G		C3
36. How many justices are on the constitutional court?	1	9		5
37. Of those, how many are women?		2		3
38. Is the Chief Justice a woman?	N	lo .	1	lo
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?		es es		es
40. If yes, what is the maximum amount (%GNI/capita)?	13	6%	3:	1%
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	N	No.	1	lo
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?		'es		es
44. Is primary education free and compulsory?	Y	'es	Y	es
Financial support and care				
45. Does the government provide a child allowance to parents?		No You		lo
46. Must employers provide leave to care for sick relatives?	Y	'es	ľ	lo

		CENTON.				CUEDDA		
DUM DING CREDIT		SEYCH	IELLES			SIERRA	LEONE	
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	0/_			N	I/A		
47. Fillillindin loan amount covered by credit agencies (wall/capita):	0	70	ine e		- 10	: :	ine e	
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		N/A	N/A	N/A	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	ı	Vo .	No			No	No	
GETTING A JOB			:				:	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	98	N/A	N/A		84	N/A	N/A	
52. Who pays for such leave? 53. What % of wages are paid?	Emp & Gov 100%	N/A N/A	N/A N/A		Emp 100%	N/A N/A	N/A N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
54. Now mach of such leave is anjuda (days).	Mother	Father	14/74		Mother	Father	14/71	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections						:		
57. Does the law mandate equal remuneration for work of equal value?	N	lo			١	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	N					Vo.		
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	Vo.		
60. Is dismissal of pregnant workers prohibited?		es				Vo.		
61. Are mothers guaranteed an equivalent position after maternity leave?	N					Vo .		
62. Are nursing mothers entitled to nursing breaks?	N					No .		
63. Are parents entitled to flexible/part-time schedules?	N					No .		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits? 65. When can one retire and get partial benefits?	60	60 60			60 55	60 55		
66. What is the mandatory retirement age?	63	63			N/A	N/A		
· •	03	05			IV/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	'es				No		
68. Can women and men do the same jobs?		'es				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous	Morally in:	appropriate	Arduous
os. Can women work in triese types or jobs in the same way as men.	Yes		es de la	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
<u> </u>	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting				Heavy lifting		
			Yes		Yes	Yes	Yes	
	Yes	Yes						
PROTECTING WOMEN FROM VIOLENCE	Yes	res						
	Yes	res	•					
Domestic violence		res			Y	es es		
Domestic violence 72. Is there domestic violence legislation?	Yo N,	es /A			N	I/A		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yı N,	es /A			N Y	/A 'es		
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage expalicitly criminalized? 90. Is not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Yi N, No Physical No Yi Yi Yi Yi Legislation Yes Yes N No No No No No No No No No No No No N	255 AA 100 Sexual No No No No Sexual No No No Sexual No Sexual No Sexual No No No Sexual No No Sexual No No Sexual No No Se	Emotional Yes Criminal penalties Yes		No Physical Yes	//A //es Sexual Yes es //es //es //es //es //es //es //	Criminal penalties Yes	Yes

		SINGAPORE		SLOVAK REPUBLIC
REGION		East Asia & Pacific		High income: OECD
INCOME GROUP		High income		High income
FEMALE POPULATION		2,769,370		2,783,544
FEMALE LABOR FORCE PARTICIPATION		65%		62%
CCESSING INSTITUTIONS				
Constitutional rights				
. Does the constitution contain a clause on nondiscrimination?	Y	es	Y	'es
. If yes, does it mention gender?	N	lo	Y	'es
. Does the constitution contain a clause on equality?	Y	es	Y	'es
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No	No	N/A
Duotas		•		
. What are the quotas for women on corporate boards?	No o	uota	No (quota
. What are the quotas for women in parliament?	No o	uota	No (quota
. What are the quotas for women in local government?	No o	uota	No (quota
. What are the quotas for women on candidate lists for parliament?	No o	uota	No (quota
O. What are the quotas for women on candidate lists for local government?	No o	uota	No (quota
rights of married and unmarried women	Married	Unmarried		Unmarried
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
2. Can a woman apply for a national ID card in the same way as a man? 3. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
4. Can a woman travel outside the country in the same way as a man? 4. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes Yes	Yes
5. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
8. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
9. Can a woman choose where to live in the same way as a man? O. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes	Yes	Yes Yes
u. Can a woman conter citizenship to children in the same way as a man? 1. Can a woman be "head of household" in the same way as a man?	N/A	Yes N/A	Yes N/A	Yes N/A
·	N/A	IVA	N/A	i N/A
Division of responsibility within marriage 2. Do spouses have equal rights to convey citizenship?	γ	es		'es
3. Are wives required to obey their husbands?		10		Vo .
4. Must spouses jointly financially maintain the family?		es		'es
SING PROPERTY				
Marital property regime				
5. What is the default marital property regime?		Other	Partial	community of property
6. Who administers marital property?		Original owner		Both must agree
Protecting a wife's interests				•
7. If the husband administers property, is spousal consent required for major transactions?	N	/A	N	I/A
18. Are there special provisions governing the marital home?	١	lo	1	No
9. Does the law provide for valuation of nonmonetary contributions?	Υ	es	Y	es es
Property rights	Married	Unmarried	Married	Unmarried
O. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
nheritance rights				
1. Do sons and daughters have equal inheritance rights?	Y	es	Υ	es es
2. Do female and male surviving spouses have equal inheritance rights?	Υ	es	Y	'es
DING TO COURT				
quality of access				
3. Are customary law courts recognized?	N	lo	1	No
4. Are personal law courts recognized?	Y	es	1	No
5. Is a woman's testimony afforded equal weight to that of a man?	Y	es	Y	'es
udicial representation				
6. How many justices are on the constitutional court?		3		13
7. Of those, how many are women?		2		4
8. Is the Chief Justice a woman?	N	lo	Y	'es
fficiency of procedure				
9. Is there a small claims court/fast track procedure?		es		/es
D. If yes, what is the maximum amount (%GNI/capita)?	14	1%	7	1%
ROVIDING INCENTIVES TO WORK				
Personal income tax				
1. Are childcare payments tax deductible?	N	lo -		No .
	Men	Women	Men	Women
2. Are there tax deductions or credits specific to men/women?	No	Yes	No	No
hildcare and education				
3. Is childcare subsidized or publicly provided?		es		'es
4. Is primary education free and compulsory?	Υ	es	Y	'es
inancial support and care				
5. Does the government provide a child allowance to parents?	Y	es	Y	'es
6. Must employers provide leave to care for sick relatives?		lo		'es

DINI DINC CREDIT		SING	APORE			SLOVAK F	REPUBLIC	
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%		
47. Pillillinum Iodin amount covered by credit agencies (Activi/Capita):	0	70	ine c			: :	ine c	
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	N/A	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No .	No		,	res .	Yes	
GETTING A JOB			:			:	:	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	No	Yes	
51. How much of such leave is paid (days)?	105	7	7		238	N/A	899	
52. Who pays for such leave? 53. What % of wages are paid?	Gov 100%	Gov 100%	Gov Partially paid		Gov 65%	N/A N/A	Gov Partially paid	
54. How much of such leave is unpaid (days)?	0	0	0		03%	N/A	0	
54. How much or such leave is unpaid (days):			. 0					
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			0	0		
	U				0	: •		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	N	lo			V	es es		
58. Does the law mandate equal remandation to work of equal value:		0				'es		
59. Is it prohibited for prospective employers to ask about family status?		0				'es		
60. Is dismissal of pregnant workers prohibited?	Y	es			Y	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	N	0			Υ	'es		
62. Are nursing mothers entitled to nursing breaks?		0				'es		
63. Are parents entitled to flexible/part-time schedules?	N	0			Υ	'es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	62	62			62	62		
65. When can one retire and get partial benefits?	62	62			60	60		
66. What is the mandatory retirement age?	67	67			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		es .				Yes .		
68. Can women and men do the same jobs?)	'es				Yes -		
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous Yes		appropriate 'es	Arduou: Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
70. can nomen work in these occupations in the same may as men.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
			0.11		Matalinark			
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Yes		Yes	Yes	Other Yes	
·								
ROTECTING WOMEN FROM VIOLENCE								
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes				Yes			
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes	Yes			Yes	Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Yes N	Yes			Yes Yes	Yes 'es		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Yes N	Yes es /A		Economic	Yes Yes	Yes Yes		Econom
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Yes N	Yes es /A	Yes	Economic No	Yes Y	Yes Yes Yes	Yes	Econom Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Yes N Physical Yes Yes	Yes Yes Yes Yes Yes No Sexual No	Yes Emotional		Yes Yes N Physical Yes Yes	Yes 'es '/A 'es Sexual Yes 'es	Yes Emotional	
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Yes N Physical Yes Yes Y N N Physical Yes Yes Yes Y Yes N Yes Legislation Yes	Yes Yes Yes Yes Yes Yes Total Control Co	Fes Emotional Yes Criminal penalties Yes		Yes N N Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Yes Yes Yes Yes Sexual Yes	Yes Emotional Yes Criminal penalties No	
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ROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 99. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes N Physical Yes Yes Y Y N N Legislation Yes Yes N Boys 21 Y Y	Yes 255 265 276 285 285 285 295 296 297 297 298 298 298 298 298 298	Fes Emotional Yes Criminal penalties Yes		Yes Yes N Physical Yes Yes Yes Yes Yes Yes N N Legislation Yes Yes Yes Yes Yes Yes Yes N N N N N N N N N N N N N	Yes Yes Yes Sexual Yes Yes Yes Yes Yes Yes Yes Ye	Yes Emotional Yes Criminal penalties No	
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Yes N Physical Yes Yes Yes N N Yes Yes N N R R R R N N N N N N N	Yes 255 265 276 285 285 285 295 296 297 297 298 298 298 298 298 298	Fes Emotional Yes Criminal penalties Yes		Yes Yes N Physical Yes Yes Yes Yes Yes N Legislation Yes Yes Yes N N N N N N N N N N N N N	Yes Yes Yes Sexual Yes Yes Yes Yes Yes Yes Yes Ye	Yes Emotional Yes Criminal penalties No	Yes

		SLOVE	NIA		SOUTH	AFRICA
REGION		High income:			Sub-Sahar	
INCOME GROUP		High inco	me		Upper midd	lle income
FEMALE POPULATION		1,037,43	34		27,77	1,550
FEMALE LABOR FORCE PARTICIPATION		67%			49	%
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?	N	lo		Y	es	
2. If yes, does it mention gender?		/A			es	
3. Does the constitution contain a clause on equality?	Ye	'es		Y	es	
	Recognized	Invalid		Recognized		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Yes	Yes	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas 6. What are the quotas for women on corporate boards?	No.c	quota		No.	juota	
7. What are the quotas for women in parliament?		quota			luota	
What are the quotas for women in local government?		quota			juota	
9. What are the quotas for women on candidate lists for parliament?		5%			luota	
10. What are the quotas for women on candidate lists for local government?	40	0%		50)%	
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
15. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes N/A	Yes N/A		Yes N/A	Yes N/A	
Division of responsibility within marriage	14/71	14/11		14/71	14/11	
22. Do spouses have equal rights to convey citizenship?	Y	'es		Y	es	
23. Are wives required to obey their husbands?	N.	No.		N	lo	
24. Must spouses jointly financially maintain the family?	Y	'es		Y	es	
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Partial o	community of prop	perty	Full co	ommunity of pro	perty
26. Who administers marital property?	F	Both must agree			Both must agree	!
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?		/A			/A	
28. Are there special provisions governing the marital home?		lo 'es			lo es	
29. Does the law provide for valuation of nonmonetary contributions?						
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes		Married Yes	Unmarried Yes	
Inheritance rights	103	103		163	103	
31. Do sons and daughters have equal inheritance rights?		'es		٧	es	
32. Do female and male surviving spouses have equal inheritance rights?		'es			es	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	N	lo		Υ	es	
34. Are personal law courts recognized?		lo			lo	
35. Is a woman's testimony afforded equal weight to that of a man?	Y	'es		Y	es	
Judicial representation						
36. How many justices are on the constitutional court?		9		1	1	
37. Of those, how many are women?		5			2	
38. Is the Chief Justice a woman?	N	lo		١	lo	
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?		es 10/			es 20/	
40. If yes, what is the maximum amount (%GNI/capita)?	11	1%		10)%	
PROVIDING INCENTIVES TO WORK						
Personal income tax 41. Are childcare payments tax deductible?		lo			lo	
TI. AIC CHIIOCOTE PAYITICITICS CON OCCUPATION!		,				
O And there has deduction as made of the control of	Men	Women		Men	Women	
	No	No		No	No	
42. Are there tax deductions or credits specific to men/women?						
Childcare and education	V.	DC .			ΔC	
Childcare and education 43. Is childcare subsidized or publicly provided?		'es			es In	
Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?		es es			es lo	
Childcare and education 43. Is childcare subsidized or publicly provided?	Ye			١		

	SLOVENIA				SOUTH AFRICA			
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	ſ	%			0	%		
47.1 million toli dinodit covered by credit agencies (North) capita).		:	Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	institutions N/A		Retailers Yes	Utilities Yes	institutions	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	Yes			/es	Yes	
GETTING A JOB		-						
	Matamitu	Paternity	Downtol		Matamitu	Datamitu	Doventel	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Yes	Parental Yes		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	105	30	130		120	3	N/A	
52. Who pays for such leave?	Gov	Gov	Gov		Gov	Emp	N/A	
53. What % of wages are paid?	100%	100%	100%		38%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	0		0	0	N/A	
The state of the s	Mother	Father			Mother	Father	· · ·	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	30	0			N/A	N/A		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	V	es			V	es es		
58. Does the law mandate equal remaineration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		es				10		
59. Is it prohibited for prospective employers to ask about family status?		lo			No No			
60. Is dismissal of pregnant workers prohibited?		es			Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?		lo			No			
62. Are nursing mothers entitled to nursing breaks?		es			No			
63. Are parents entitled to flexible/part-time schedules?		es				lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			N/A	N/A		
65. When can one retire and get partial benefits?	65	65			N/A	N/A		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
	IV/A	IV/A			IV/A	IV/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	,	es es			\	/es		
68. Can women and men do the same jobs?		Vo				es /es		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous Yes		appropriate es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
70. can women work in diese occupations in the same way as men.		Yes	Yes	Yes	Yes	Yes	Yes	Yes
	No	162					. 103 .	
71. Can women work on these tasks in the same way as men:		Heavy lifting			Metalwork	Heavy lifting		
71. Can women work on these tasks in the same way as men:					Metalwork Yes	Heavy lifting Yes		
·	Metalwork	Heavy lifting	Other				Other	
PROTECTING WOMEN FROM VIOLENCE	Metalwork	Heavy lifting	Other				Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Metalwork Yes	Heavy lifting Yes	Other		Yes	Yes	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Metalwork Yes	Heavy lifting Yes	Other		Yes	Yes 'es	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Metalwork Yes Yes	Yes Yes	Other		Yes Y	Yes 'es /A	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Metalwork Yes	Yes Yes Yes A Yes	Other Yes	Economic	Yes Yes N	Yes es /A	Other Yes	Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Yes Yes Physical	Yes Yes A Yes Sexual	Other Yes Emotional	Economic	Yes Yes N Physical	Yes es /A lo Sexual	Other Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Metalwork Yes Yes N Physical Yes	Yes es /A es Sexual Yes	Other Yes	Economic Yes	Yes Yes N Physical Yes	Yes es //A lo Sexual Yes	Other Yes	Economic Yes
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		SOUTH	SIIDAN		SPAIN		
REGION		Sub-Sahai			High income: OECD		
INCOME GROUP		Low in			High inco		
FEMALE POPULATION		5,864			23,471,2		
FEMALE LABOR FORCE PARTICIPATION					68%		
ACCESSING INSTITUTIONS							
Constitutional rights							
Does the constitution contain a clause on nondiscrimination?	Y	'es		Y	es		
2. If yes, does it mention gender?	Y	es/es		Y	es		
3. Does the constitution contain a clause on equality?	Y	es es		Y	es		
	Recognized	Invalid		Recognized	Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		No	N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A		
Quotas 6. What are the quotas for women on corporate boards?	No.	quota		A()%		
7. What are the quotas for women in parliament?		5%			juota		
What are the quotas for women in local government?		5%		_	uota		
What are the quotas for women on candidate lists for parliament?		quota		_)%		
10. What are the quotas for women on candidate lists for local government?	No (quota		40)%		
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes		
12. Can a woman apply for a national ID card in the same way as a man?13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes		
13. Can a woman travel outside the country. In the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes		
15. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes		
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes		
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes		
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes		
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A		
Division of responsibility within marriage							
22. Do spouses have equal rights to convey citizenship?		'es			es		
23. Are wives required to obey their husbands?		Vo '			lo		
24. Must spouses jointly financially maintain the family?	1	es es		T	es		
USING PROPERTY							
Marital property regime 25. What is the default marital property regime?		No default		Partial	community of prop	ertv	
26. Who administers marital property?		Other		_	Both must agree	er cj	
Protecting a wife's interests							
27. If the husband administers property, is spousal consent required for major transactions?	N	I/A		N	/A		
28. Are there special provisions governing the marital home?		No		Y			
29. Does the law provide for valuation of nonmonetary contributions?		No .		Y			
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes		Married Yes	Unmarried Yes		
	tes	tes		tes	TES		
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	\	'es		V	es		
32. Do female and male surviving spouses have equal inheritance rights?		es es			es		
GOING TO COURT							
Equality of access							
33. Are customary law courts recognized?		'es		N	lo		
34. Are personal law courts recognized?		No			lo		
35. Is a woman's testimony afforded equal weight to that of a man?	Υ	es es		Y	es		
Judicial representation							
36. How many justices are on the constitutional court?		9			2		
37. Of those, how many are women?		0			2		
38. Is the Chief Justice a woman?		No		N	lo		
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	,	No		V	es		
40. If yes, what is the maximum amount (%GNI/capita)?		I/A			1%		
PROVIDING INCENTIVES TO WORK							
Personal income tax							
41. Are childcare payments tax deductible?	1	No		N	lo		
	Men	Women		Men	Women		
42. Are there tax deductions or credits specific to men/women?	No	No		No	Yes		
Childcare and education							
				Y	es		
43. Is childcare subsidized or publicly provided?		No					
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?		vo ′es			es		
43. Is childcare subsidized or publicly provided?	١			Y	es		

	SOUTH SUDAN				SPAIN			
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	I/A			0	1%		
47.1 million loan amount covered by create agencies (wow) capitals:	10	:	Microfinance		0	:	M:	
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	institutions N/A		Retailers Yes	Utilities Yes	Microfinance institutions N/A	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No			No	Yes	
GETTING A JOB			•					
	Manage The Control of	D-4it-	Downtol		Makamita	Data-mile.	Donostol	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity Yes	Parental Yes	
51. How much of such leave is paid (days)?	56	N/A	N/A		112	13	0	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	Gov	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	1095	
, , , , , , , , , , , , , , , , , , ,	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
		,						
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	N	No			V	es es		
58. Does the law mandate equal remaineration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		NO NO				'es		
59. Is it prohibited for prospective employers to ask about family status?		No.			No			
60. Is dismissal of pregnant workers prohibited?	Yes				No Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?	No				Yes Yes			
62. Are nursing mothers entitled to nursing breaks?		'es			Yes			
63. Are parents entitled to flexible/part-time schedules?		Vo				'es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	N/A	N/A			65	65		
65. When can one retire and get partial benefits?	N/A	N/A			63	63		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions					.,,.,			
67. Can women and men work the same night hours?		No			\	Yes		
68. Can women and men do the same jobs?		No				Yes		
i								
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous Yes
70. Can woman work in those occupations in the same way as mon-	No Mining		Yes Construction	No Other	Yes		es Construction	
70. Can women work in these occupations in the same way as men:	Mining	Factories	Yes Construction Yes	Other	Mining	Factories	Construction	Other
	Mining No	Factories Yes	Construction Yes		Mining Yes	Factories Yes	Construction Yes	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining No	Factories	Construction Yes	Other	Mining Yes	Factories	Construction Yes	Other
71. Can women work on these tasks in the same way as men:	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining No Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining No Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Mining No Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining No Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other No	Other Yes	Mining Yes Metalwork Yes Yes	Yes Heavy lifting Yes Yes Yes Heavy lifting Yes	Construction Yes Other Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Mining No Metalwork Yes	Factories Yes Heavy lifting No No No Sexual	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es //A Sexual	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Mining No Metalwork Yes No Physical No	Factories Yes Heavy lifting No No No Sexual No	Construction Yes Other No	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Physical Yes	Yes Heavy lifting Yes Yes Ves Ses Ves Ves Ves Sexual Yes	Construction Yes Other Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Mining No Metalwork Yes	Factories Yes Heavy lifting No No Sexual No No	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Yes Ves Yes Yes Yes Yes Yes	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Mining No Metalwork Yes	Factories Yes Heavy lifting No No Sexual No No	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Yes Yes Yes Yes Yes Yes Yes	Construction Yes Other Yes Emotional	Other Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Mining No Metalwork Yes Physical No	Factories Yes Heavy lifting No No Sexual No No No Holo No	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes	Construction Yes Other Yes Emotional	Other Yes
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71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Mining No Metalwork Yes Physical No	Factories Yes Heavy lifting No lo lo Sexual No lo	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	res Yes Heavy lifting Yes Yes Yes Yes Yes Yes Yes Yes Sexual Yes Yes Yes Yes Yes Yes Yes	Construction Yes Other Yes Emotional	Other Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 7.2. Is there domestic violence legislation? 7.3. If not, are there aggravated penalties for offenses between spouses/family members? 7.4. Are there clear criminal penalties for domestic violence? 7.5. Does domestic violence legislation cover the following abuse: 7.6. Does domestic violence legislation protect family members? 7.7. Does domestic violence legislation protect former spouses? 7.8. Does domestic violence legislation protect unmarried intimate partners? 7.9. Do protection orders for domestic violence exist? 8.0. Do protection orders for domestic violence remove the perpetrator from the home? 8.1. Do protection orders for domestic violence prohibit contact? 8.2. Is there a specialized court/procedure for domestic violence?	Mining No Metalwork Yes Physical No	Factories Yes Heavy lifting No No No No No Civil	Construction Yes Other No Emotional No Criminal	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes	Construction Yes Other Yes Emotional Yes Criminal	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Mining No Metalwork Yes Physical No Legislation	Factories Yes Heavy lifting No No Sexual No No Civil remedies	Construction Yes Other No Emotional No Criminal penalties	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Yes Yes Yes Yes Yes Yes Yes	Construction Yes Other Yes Emotional Yes Criminal penalties	Other Yes
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	SRI LANKA			ST. KITTS AND NEVIS			
REGION		South Asia		Latin America			
INCOME GROUP		Lower middle income		High in			
FEMALE POPULATION		10,564,282		9			
FEMALE LABOR FORCE PARTICIPATION		39%					
ACCESSING INSTITUTIONS							
Constitutional rights							
1. Does the constitution contain a clause on nondiscrimination?	Y	es es		Yes			
2. If yes, does it mention gender?		es es		Yes			
3. Does the constitution contain a clause on equality?		es .		Yes			
A	Recognized	Invalid	Recognized				
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes	No No	No No	N/A N/A			
Ouotas	103	: 140	NO	IV/A			
6. What are the quotas for women on corporate boards?	No o	quota	No	quota			
7. What are the quotas for women in parliament?	No o	quota	No	quota			
8. What are the quotas for women in local government?	No o	quota	No	quota			
9. What are the quotas for women on candidate lists for parliament?		quota	_	quota			
10. What are the quotas for women on candidate lists for local government?		quota		quota			
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Yes	Unmarried Yes	Married Yes	Unmarried Yes			
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes			
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes			
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes			
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes			
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes			
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes			
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes			
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes N/A	Yes N/A	Yes N/A	Yes N/A			
Division of responsibility within marriage	IVA	IV/A	N/A	; 14/1			
22. Do spouses have equal rights to convey citizenship?	Υ	es es		Yes			
23. Are wives required to obey their husbands?	N	No		No			
24. Must spouses jointly financially maintain the family?	Υ	'es		Yes			
USING PROPERTY							
Marital property regime	C		C.				
25. What is the default marital property regime? 26. Who administers marital property?	Seh	oaration of property Original owner	36	paration of prope Original owner	erty		
Protecting a wife's interests		original owner		Original Owner			
27. If the husband administers property, is spousal consent required for major transactions?	N	I/A		N/A			
28. Are there special provisions governing the marital home?	N	No		No			
29. Does the law provide for valuation of nonmonetary contributions?	M	No		No			
Property rights	Married	Unmarried	Married	Unmarried			
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes			
Inheritance rights 21 December and daughters have equal inheritance rights?	V	lac		Vos			
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?		'es 'es		Yes Yes			
GOING TO COURT		G		103			
Equality of access							
33. Are customary law courts recognized?	N	No		No			
34. Are personal law courts recognized?	Y	'es		No			
35. Is a woman's testimony afforded equal weight to that of a man?	Υ	'es		Yes			
Judicial representation				25			
36. How many justices are on the constitutional court?		11		25			
37. Of those, how many are women? 38. Is the Chief Justice a woman?		3 No		14 Yes			
Efficiency of procedure	'	VO .		103			
39. Is there a small claims court/fast track procedure?	Υ	es es		Yes			
40. If yes, what is the maximum amount (%GNI/capita)?	0)%		53%			
PROVIDING INCENTIVES TO WORK							
Personal income tax							
41. Are childcare payments tax deductible?	N	No .		No .			
	Men	Women	Men	Women			
42. Are there tax deductions or credits specific to men/women?	No	No	No	No			
Childcare and education 43. Is childcare subsidized or publicly provided?		No		Yes			
44. Is primary education free and compulsory?		vo 'es		Yes			
Financial support and care							
45. Does the government provide a child allowance to parents?		No		No			
46. Must employers provide leave to care for sick relatives?	N	Vo		No			

	SRI LANKA				ST. KITTS AND NEVIS			
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			N	I/A		
		:	Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities No	institutions		Retailers N/A	Utilities N/A	institutions N/A	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No	No	
·			: 110				110	
GETTING A JOB						D. 1		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	84	N/A	N/A		91	N/A	N/A	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		65%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
3 in total material sate reare is anpute (adjay).	Mother	Father	,,,,		Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	14/71	14/71			14//1	: 14//1		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		lo				i No		
58. Does the law mandate equal remaineration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		10 10						
59. Is it prohibited for prospective employers to ask about family status?		lo			No No			
60. Is dismissal of pregnant workers prohibited?		es es			No Yes			
61. Are mothers quaranteed an equivalent position after maternity leave?		lo			No No			
62. Are nursing mothers entitled to nursing breaks?		'es			No			
63. Are parents entitled to flexible/part-time schedules?		lo				Vo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	50	55			62	62		
65. When can one retire and get namberleits?	50	55			62	62		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
	14//	14/71			14/71	: 14//1		
Working hours and industry restrictions 67. Can women and men work the same night hours?	,	/es			,	Yes		
68. Can women and men do the same jobs?		No No				res Yes		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
	Voc	,	Voc	Voc	Voc	V	nc .	
70. Can women work in these occupations in the same way as men:	Yes Mining		Yes Construction	Yes Other	Yes Mining		es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	Yes Mining No		Yes Construction Yes	Yes Other Yes	Yes Mining Yes		Construction Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining No	Factories	Construction Yes	Other	Mining Yes	Factories	Construction Yes	Other
	Mining No	Factories No	Construction Yes	Other	Mining Yes	Factories Yes	Construction Yes	Other
71. Can women work on these tasks in the same way as men:	Mining No Metalwork	Factories No Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining No Metalwork	Factories No Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining No Metalwork Yes	Factories No Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining No Metalwork Yes	Factories No Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
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	ST. LUCIA		ST. VINCENT AND THE GRENADIN		
REGION		Latin America & Caribbean	Latin America & Caribbean		
INCOME GROUP		Upper middle income		Upper middle income	
FEMALE POPULATION		93,487		54,179	
FEMALE LABOR FORCE PARTICIPATION		69%		61%	
ACCESSING INSTITUTIONS					
Constitutional rights					
1. Does the constitution contain a clause on nondiscrimination?	Υ	'es	١	es es	
2. If yes, does it mention gender?	Y	'es)	'es	
3. Does the constitution contain a clause on equality?	Y	'es	1	No	
	Recognized	Invalid	Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A	
Quotas					
6. What are the quotas for women on corporate boards?		quota		quota	
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?		quota	_	quota	
9. What are the quotas for women in local government? 9. What are the quotas for women on candidate lists for parliament?		quota	_	quota	
What are the quotas for women on candidate lists for local government?		quota		quota	
Rights of married and unmarried women	Married	Unmarried		Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes	
18. Can a woman open a bank account in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A	
Division of responsibility within marriage					
22. Do spouses have equal rights to convey citizenship?	N	lo .	١	'es	
23. Are wives required to obey their husbands?		lo lo		No	
24. Must spouses jointly financially maintain the family?	No		١	'es	
USING PROPERTY					
Marital property regime					
25. What is the default marital property regime?		community of property	Sep	paration of property	
26. Who administers marital property?		Both must agree		Original owner	
Protecting a wife's interests		1/4		1/0	
27. If the husband administers property, is spousal consent required for major transactions?		/A		I/A	
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?		Vo Yes		'es 'es	
·					
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes	Married Yes	Unmarried Yes	
	103	103	103	16	
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	V	'es		'es	
32. Do female and male surviving spouses have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?		'és		és és	
	'	G		C3	
GOING TO COURT			_		
Equality of access 33. Are customary law courts recognized?	Α.	lo.		do.	
34. Are personal law courts recognized?		lo		Vo	
35. Is a woman's testimony afforded equal weight to that of a man?		es es		vo 'es	
	ı	62		es	
Judicial representation 36. How many justices are on the constitutional court?	1	25		25	
37. Of those, how many are women?		14		14	
38. Is the Chief Justice a woman?		'és		res	
Efficiency of procedure					
39. Is there a small claims court/fast track procedure?	Υ	'es	\	/es	
40. If yes, what is the maximum amount (%GNI/capita)?		5%		3%	
PROVIDING INCENTIVES TO WORK					
Personal income tax					
41. Are childcare payments tax deductible?		Vo .		No	
	Men	Women	Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No	No	No	
Childcare and education	140	110	140		
43. Is childcare subsidized or publicly provided?	N	lo	\	'es	
		es es		es es	
44. Is primary education free and compulsory?	Y	62			
44. Is primary education free and compulsory?	Y	es			
44. Is primary education free and compulsory? Financial support and care 45. Does the government provide a child allowance to parents?		lo es		No	

	ST. LUCIA			ST. VINCENT AND THE GRENADINES				
BUILDING CREDIT								
Credit agencies 47 Minimum Ioan amount coursed by godit agencies (N/CNII/capita)2	NI NI	/A			N	//	_	
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A	·		IV	/A ,	·	
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	Microfinance institutions N/A		Retailers N/A	Utilities N/A	Microfinance institutions N/A	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
GETTING A JOB			: 110				: 110	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	91	N/A	N/A		91	N/A	N/A	
52. Who pays for such leave?	Gov	N/A	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	65%	N/A	N/A		65%	N/A	N/A	
54. How much of such leave is unpaid (days)?	42	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		es es			No No			
58. Does the law mandate nondiscrimination based on gender in hiring?		25				lo lo		
59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited?		Yes Yes				es		
61. Are mothers quaranteed an equivalent position after maternity leave?		es es				es		
62. Are nursing mothers entitled to nursing breaks?		No				lo		
63. Are parents entitled to flexible/part-time schedules?	N					lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			65	65		
65. When can one retire and get partial benefits?	60	60			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	١	'es			١	es/es		
68. Can women and men do the same jobs?	١	'es			1	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
	Yes		Yes	Yes	Yes		/es	Yes
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining No	No No	Construction No	Other Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting		162		Heavy lifting		163
The call notices work on these tosts in the same not as men	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			Y	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	/A		
74. Are there clear criminal penalties for domestic violence?	Y	es			N	lo		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes			No			Yes	No
76. Does domestic violence legislation protect family members?		No	Yes	INU	Yes	Yes	162	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Y	es	Yes	NO	Y	es	ies	
	Y	es es	Yes	INO	Y. Y.	es es	ies	
<u> </u>	Yi Yi Yi	es es	Yes	NO	Y Y Y	es es es	ies	
79. Do protection orders for domestic violence exist?	Yı Yı Yı	25 25 25 25	Yes	NO	Y Y Y Y	es es es	ies	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Y, Y, Y, Y,	es es es es	Yes	NU	Y. Y. Y. Y. Y.	es es es es	; res	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Y. Y. Y. Y. Y.	25 25 25 25	Yes	NO	Y. Y. Y. Y. Y. Y.	es es es	: res	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Y. Y. Y. Y. Y.	285 285 285 285 285 285 285 285 285 285	Criminal	NU	Y. Y. Y. Y. Y. Y.	es e	Criminal	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Y, Y, Y, Y, Y, Legislation	es e	Criminal penalties	NU	Y, Y, Y, Y, Y, Y, Legislation	es es es es es Civil remedies	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	285 285 285 285 285 285 285 285 285 285	Criminal	NU	Y, Y, Y, Y, Y, Y,	es e	Criminal	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Y, Y, Y, Y, Y, Legislation	ess	Criminal penalties Yes	NU	Y, Y, Y, Y, Y, Legislation No	es es es es Civil remedies No	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Y, Y	ess	Criminal penalties Yes	NU	Y, Y, Y, Y, Legislation No No No	es es es es es es es es No No	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Y, Y	ess	Criminal penalties Yes	110	Y, Y, Y, Y, Legislation No No No	es es es es es es es No No	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Y, Y	255 25 25 25 25 25 25 25 25 25 26 27 26 27 27 27 27 27 27 27 27 27 27 27 27 27	Criminal penalties Yes	110	Y, Y, Y, Y, Y, Y, Legislation No No No No No No 18	es e	Criminal penalties	
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79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	YY YY YY YY YY YY YY Legislation Yes Yes N N N Boys 18	25 25 25 25 25 25 25 26 26 27 26 27 27 27 27 27 27 27 27 27 27 27 27 27	Criminal penalties Yes	110	YY YY YY YY Legislation No	es e	Criminal penalties	
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79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes Yes N N N Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	25 25 25 25 25 25 26 26 27 26 27 27 27 27 27 27 27 27 27 27 27 27 27	Criminal penalties Yes	110	Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.	es e	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes Ness Ness Ness Ness Ness Ness Ne	25 25 25 25 25 25 25 26 26 27 26 27 26 27 27 27 27 27 27 27 27 27 27 27 27 27	Criminal penalties Yes	110	Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.	es e	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Legislation Yes Yes 18 Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	25 25 25 25 25 25 25 26 26 27 26 27 26 27 27 27 27 27 27 27 27 27 27 27 27 27	Criminal penalties Yes	110	Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.	es e	Criminal penalties	

		SUD	ΛN	SURINAME		
REGION		Sub-Sahar		Latin America & Caribbean		
NCOME GROUP		Lower midd			Upper midd	
FEMALE POPULATION		19,318			271,	
EMALE LABOR FORCE PARTICIPATION		339	*		45	
CCESSING INSTITUTIONS		33.	,0			,,,
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	Ye	2S		Y	/es	
. If yes, does it mention gender?		25			/es	
Does the constitution contain a clause on equality?		25			/es	
	Recognized	Invalid		Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		No	N/A	
Duotas						
. What are the quotas for women on corporate boards?	No q	uota		No o	quota	
. What are the quotas for women in parliament?	30	1%		No quota		
. What are the quotas for women in local government?	No q	uota		No o	quota	
. What are the quotas for women on candidate lists for parliament?	No q	uota		No quota		
What are the quotas for women on candidate lists for local government?	No q	uota		No o	quota	
lights of married and unmarried women	Married	Unmarried		Married	Unmarried	
1. Can a woman apply for a passport in the same way as a man?	No	Yes		Yes	Yes	
2. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
Can a woman travel outside the country in the same way as a man? Can a woman travel outside her home in the same way as a man?	No No	No Yes		Yes Yes	Yes Yes	
5. Can a woman get a job in the same way as a man?	No	Yes		Yes	Yes	
6. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
7. Can a woman register a business in the same way as a man?	Yes	Yes		No	Yes	
8. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
9. Can a woman choose where to live in the same way as a man?	No	Yes		Yes	Yes	
0. Can a woman confer citizenship to children in the same way as a man?	No	No		Yes	Yes	
1. Can a woman be "head of household" in the same way as a man?	No	No		N/A	N/A	
Division of responsibility within marriage					,	
2. Do spouses have equal rights to convey citizenship?	N				/es	
3. Are wives required to obey their husbands? 4. Must sequest initially figure falls maintain the family?	Y6 N	es lo			No Yes	
4. Must spouses jointly financially maintain the family?	IN	U		- '	62	
SING PROPERTY						
Marital property regime	C		4.	Dti-1		
5. What is the default marital property regime? 6. Who administers marital property?		aration of prope Original owner	rty		community of p Both must agree	
		Original owner		-	both must agree	=
Protecting a wife's interests 7. If the husband administers property, is spousal consent required for major transactions?	N,	/Λ		- N	I/A	
8. Are there special provisions governing the marital home?	N.				res	
9. Does the law provide for valuation of nonmonetary contributions?	N	-			res	
Property rights	Married	Unmarried			Unmarried	
Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
nheritance rights				1.00		
Do sons and daughters have equal inheritance rights?	N	n			/es	
2. Do female and male surviving spouses have equal inheritance rights?	N				res	
DING TO COURT						
iquality of access 3. Are customary law courts recognized?	N	lo.		Α	No	
4. Are personal law courts recognized?		25			No	
4. Are personal law courts recognized? 5. Is a woman's testimony afforded equal weight to that of a man?		0			res	
	IN.					
udicial representation 6. How many justices are on the constitutional court?	()		NI NI	I/A	
7. Of those, how many are women?		l			V/A	
8. Is the Chief Justice a woman?		0			I/A	
ifficiency of procedure						
9. Is there a small claims court/fast track procedure?	N	0		1	No	
0. If yes, what is the maximum amount (%GNI/capita)?	N,				I/A	
ROVIDING INCENTIVES TO WORK						
ersonal income tax						
1. Are childcare payments tax deductible?	N	0		N	No	
	Men	Women		Men	Women	
2. Are there tax deductions or credits specific to men/women?	No	No		No	No	
childcare and education	INO	110		140	140	
3. Is childcare subsidized or publicly provided?	V	25		V	/es	
4. Is primary education free and compulsory?		25			res res	
	- 10					
inancial support and care						
Financial support and care 5. Does the government provide a child allowance to parents?	N	0		Y	res .	

	SUDAN			SURINAME				
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	N	/A			N	I/A		
47. Pililillulli Ioan amount covered by credit agencies (%GNI/Capita):	IN	/A :	·		IX	;	·	
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	Microfinance institutions N/A		Retailers N/A	Utilities N/A	Microfinance institutions N/A	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No.	No	
GETTING A JOB		-						
	Matamitu	Datamitu	Downtol		Matamitu	Datamitu	Doventel	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity No	Paternity No	Parental No	
51. How much of such leave is paid (days)?	56	N/A	N/A		N/A	N/A	N/A	
52. Who pays for such leave?	Emp	N/A	N/A		N/A	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		N/A	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		N/A	N/A	N/A	
The second secon	Mother	Father			Mother	Father	· · · ·	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	,,,,	: ","			11,71	: .,,,,		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	N.	lo				i Vo		
58. Does the law mandate equal remaineration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo				NO No		
59. Is it prohibited for prospective employers to ask about family status?		lo			No			
60. Is dismissal of pregnant workers prohibited?		Yes			No No			
61. Are mothers guaranteed an equivalent position after maternity leave?		lo			N/A			
62. Are nursing mothers entitled to nursing breaks?		'es			No No			
63. Are parents entitled to flexible/part-time schedules?		lo				No.		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			60	60		
65. When can one retire and get partial benefits?	50	50			60	60		
66. What is the mandatory retirement age?	60	60			N/A	N/A		
Working hours and industry restrictions						,		
67. Can women and men work the same night hours?		No			١	Yes		
68. Can women and men do the same jobs?		No				Yes		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous No		appropriate /es	Arduous No	Hazardous Yes		appropriate es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining	1	Construction	Other
70. Call world in these occupations in the same way as men.	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
7 F. Can women work on these tasks in the same Way as IIICII.			No		Yes	Yes	Yes	
7 i. con women work on diese tasks in the same way as men.	Yes	No					103	
·		No					, 163	
PROTECTING WOMEN FROM VIOLENCE		No					, 16	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes				\ <u>\</u>	loc.	; 10	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes	lo				és		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes N	lo lo			N	/A		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes N N	lo lo	Emotional	Economic	N Y	/A 'es		Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes N N Physical	lo lo Sexual	Emotional	Economic	N Y Physical	/A /es Sexual	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes N Physical No	lo lo lo Sexual	Emotional No	Economic No	Physical Yes	/A 'es Sexual Yes		Economic Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes No No	lo lo Sexual No lo			Physical Yes	/A /es Sexual Yes /es	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes N N Physical No N	lo lo Sexual No lo			Physical Yes Yes	//A /es Sexual Yes /es /es	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes No Physical No	lo lo lo Sexual No lo			Physical Yes Yes Y	//A /es Sexual Yes /es /es /es	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes No Physical No	lo lo lo Sexual No lo			Physical Yes Yes Y	//A //es Sexual Yes //es //es //es //es	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes No Physical No	Sexual No lo lo lo lo lo lo lo lo lo			Physical Yes Yes Ye Ye Ye	Yes	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes No Physical No	Sexual No lo			Physical Yes Yes Yes Y Y Y Y Y Y	Yes	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes No Physical No	lo l	No		Physical Yes Yes Yes Y Y Y Y Y Y	//A fes Sexual Yes fes Ses Sexual Yes fes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes No Physical No N N N N Legislation	lo Sexual No lo	No Criminal penalties		Physical Yes	//A fes Sexual Yes fes fes fes fes fes fes fes fes fes f	Emotional Yes Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes No Physical No N N N Legislation Yes	lo lo Sexual No lo	Criminal penalties Yes		Physical Yes	//A fes Sexual Yes es es fes fes fes fes fes fes for No	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes No Physical No	lo lo lo Sexual No lo	No Criminal penalties		Physical Yes	//A /es Sexual Yes es /es /es /es /es /es /es /es /es /e	Emotional Yes Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes No Physical No Legislation Yes No	lo lo Sexual No lo	Criminal penalties Yes		No No	//A fes Sexual Yes es es fes fes fes fes fes fes for No	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 80. Does domestic violence legislation protect unmarried intimate partners? 91. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes No Physical No N N N N Legislation Yes No	lo l	Criminal penalties Yes		Physical Yes	//A /es Sexual Yes es /es /es /es /es /es /es /es /es /e	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes No Physical No No No Legislation Yes No	lo lo lo Sexual No lo	Criminal penalties Yes		Physical Yes	//A fes Sexual Yes fes fes fes fes fes fes No	Emotional Yes Criminal penalties No	
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes No Physical No No No Legislation Yes No	lo lo lo Sexual No lo	Criminal penalties Yes		Physical Yes	//A /es Sexual Yes es es es es es es No No No Girls 21 es es es es es es es es es es	Emotional Yes Criminal penalties No	Economic Yes

		SWAZII	AND	SWEDEN		
REGION		Sub-Sahara		High income: OECD		
INCOME GROUP		Lower midd	le income	High income		
FEMALE POPULATION		641,5	88		4,859,770	
FEMALE LABOR FORCE PARTICIPATION		459	6		79%	
CCESSING INSTITUTIONS						
Constitutional rights						
I. Does the constitution contain a clause on nondiscrimination?	Υ	'es		No		
!. If yes, does it mention gender?	Y	es es		N	/A	
B. Does the constitution contain a clause on equality?	Y	es es		Y	'es	
	Recognized	Invalid		Recognized	Invalid	
1. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		No	N/A	
. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas						
. What are the quotas for women on corporate boards?		quota			quota	
. What are the quotas for women in parliament?		quota		No quota No quota		
. What are the quotas for women in local government? . What are the quotas for women on candidate lists for parliament?		quota		_	quota	
O. What are the quotas for women on candidate lists for local government?		quota		_	quota	
Rights of married and unmarried women	Married	Unmarried			Unmarried	
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
2. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
3. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
4. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
Can a woman get a job in the same way as a man? Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
8. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
9. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
0. Can a woman confer citizenship to children in the same way as a man?	No	No		Yes	Yes	
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage 2. Do spouses have equal rights to convey citizenship?	Α.	No		V	·és	
3. Are wives required to obey their husbands?		No.		_	lo	
4. Must spouses jointly financially maintain the family?		es es		_	es es	
SING PROPERTY						
Marital property regime						
25. What is the default marital property regime?		No default		Deferred	I community of property	
26. Who administers marital property?		Husband			Original owner	
Protecting a wife's interests						
7. If the husband administers property, is spousal consent required for major transactions?	١	No		N	/A	
28. Are there special provisions governing the marital home?		No		_	'es	
19. Does the law provide for valuation of nonmonetary contributions?	N	No			'és	
Property rights	Married	Unmarried			Unmarried	
O. Do men and women have equal ownership rights to property?	No	No		Yes	Yes	
nheritance rights						
1. Do sons and daughters have equal inheritance rights?		No.		_	es es	
2. Do female and male surviving spouses have equal inheritance rights?	ľ	No		Y	'es	
OING TO COURT						
Equality of access		,				
3. Are customary law courts recognized?		es es		_	No.	
A. Are personal law courts recognized? Is a woman's testimony afforded equal weight to that of a man?		Vo 'es		_	Vo Yes	
	T	CJ		1	C3	
ludicial representation 6. How many justices are on the constitutional court?		6		1	16	
7. Of those, how many are women?		1		_	6	
8. Is the Chief Justice a woman?		No.		_	es es	
fficiency of procedure						
9. Is there a small claims court/fast track procedure?	Υ	'es		Y	'es	
0. If yes, what is the maximum amount (%GNI/capita)?	3	7%		5	%	
ROVIDING INCENTIVES TO WORK						
Personal income tax						
1. Are childcare payments tax deductible?	M	No		N	No	
	Men	Women		Men	Women	
2. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education						
3. Is childcare subsidized or publicly provided?		No		_	'es	
4. Is primary education free and compulsory?	N	No		Y	'es	
inancial support and care						
15. Does the government provide a child allowance to parents?		No		_	és .	
6. Must employers provide leave to care for sick relatives?	1	No		Y	'es	

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		SWITZERLAND	SY	SYRIAN ARAB REPUBLIC		
REGION		High income: OECD		Middle East & North Africa		
NCOME GROUP		High income		Lower middle income		
EMALE POPULATION		4,150,985		11,435,605		
EMALE LABOR FORCE PARTICIPATION		78%		14%		
CCESSING INSTITUTIONS						
Constitutional rights						
. Does the constitution contain a clause on nondiscrimination?	Υ	es	Υ	'es		
. If yes, does it mention gender?	Y	es	Y	'es		
. Does the constitution contain a clause on equality?	Y	es	Y	'es		
	Recognized	Invalid	Recognized	Invalid		
I. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	No		
Puotas Puotas						
What are the quotas for women on corporate boards?	No o	quota	No o	quota		
. What are the quotas for women in parliament?	No o	quota	No o	quota		
. What are the quotas for women in local government?	No o	quota	No o	quota		
What are the quotas for women on candidate lists for parliament?	No o	quota	No o	quota		
0. What are the quotas for women on candidate lists for local government?	No o	quota	No o	quota		
rights of married and unmarried women	Married	Unmarried		Unmarried		
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes		
2. Can a woman apply for a national ID card in the same way as a man? 3. Can a woman travel outside the country, in the same way as a man?	Yes Yes	Yes Yes	Yes No	Yes Yes		
3. Can a woman travel outside the country in the same way as a man? 4. Can a woman travel outside her home in the same way as a man?	Yes	Yes	No No	Yes		
5. Can a woman get a job in the same way as a man?	Yes	Yes	No	Yes		
6. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes		
7. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes		
8. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes		
9. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes		
0. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	No		
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A	Yes	Yes		
Division of responsibility within marriage	V	inc		lo .		
Do spouses have equal rights to convey citizenship? 3. Are wives required to obey their husbands?		es lo		NO NO		
4. Must spouses jointly financially maintain the family?		es		lo		
	'	C3	'	VO.		
SING PROPERTY						
Marital property regime 15. What is the default marital property regime?	Doforrod	community of property	Con	aration of property		
6. Who administers marital property?		Original owner	361	Original owner		
		Original owner		Original owner		
Protecting a wife's interests 7. If the husband administers property, is spousal consent required for major transactions?	N	/A	N	/A		
8. Are there special provisions governing the marital home?		lo		lo		
Does the law provide for valuation of nonmonetary contributions?		es		lo		
Property rights	Married	Unmarried		Unmarried		
Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes		
nheritance rights						
1. Do sons and daughters have equal inheritance rights?	γ	es	N	No		
2. Do female and male surviving spouses have equal inheritance rights?		es		lo		
DING TO COURT						
Equality of access 3. Are customary law courts recognized?		1-		I-		
4. Are personal law courts recognized?		lo lo		Vo Yes		
4. Are personal law courts recognized? 5. Is a woman's testimony afforded equal weight to that of a man?		es es		lo		
	Y	CJ .	r	NO.		
udicial representation 6. How many justices are on the constitutional court?	NI NI	/A		1		
6. How many justices are on the constitutional court? 7. Of those, how many are women?		/A /A		0		
8. Is the Chief Justice a woman?		/A /A		lo		
	IV					
Efficiency of procedure 9. Is there a small claims court/fast track procedure?	V	es	V	'és		
O. If yes, what is the maximum amount (%GNI/capita)? Output Description:		7%		8%		
ROVIDING INCENTIVES TO WORK	31					
ersonal income tax 1. Are childcare payments tax deductible?	N.	lo	N	lo		
птис списате разтепо ках асадению:		:		:		
2 Annathran Annathran annathran 16 th	Men	Women	Men	Women		
2. Are there tax deductions or credits specific to men/women?	No	No	No	No		
Childcare and education						
3. Is childcare subsidized or publicly provided?		es		lo (
4. Is primary education free and compulsory?	Y	es	Y	'es		
Financial support and care						
5. Does the government provide a child allowance to parents?	Y	es		lo .		
6. Must employers provide leave to care for sick relatives?		es		No		

SWITZERLAND				SYRIAN ARAB REPUBLIC			
0	0/			0	0/		
U	%	·		U	%	·	
Retailers	Utilities No	institutions		Retailers No	Utilities No	institutions	
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		•					
	-	1				-	
Gov	N/A	N/A		Emp	N/A	N/A	
59%	N/A	N/A		100%	N/A	N/A	
14	N/A	N/A		30	N/A	N/A	
Mother	Father			Mother	Father		
N/A	N/A			N/A	N/A		
N/A	N/A			N/A	N/A		
Y	es			N	lo		
				N	lo		
Y	es			N	lo		
N	lo			N	lo		
Υ	es			Y	es		
N	lo			N	lo		
Women	Men			Women	Men		
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62	63			60	60		
69	70			65	65		
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Yes	١	'es	Yes	No	١	Vo	No
Mining			Other				Other
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100	162				No	No	
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Y				N N	lo lo	. No	
Y N Y	es /A es			N N	lo lo		
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Y N Y Physical Yes	es /A es Sexual Yes	Emotional Yes	Economic No	No	lo lo lo Sexual		Econon No
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Physical Yes Yes Y Y Y Y Y Y Legislation Yes Yes N Boys 18	es Sexual Yes Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Criminal penalties Yes		Physical No	lo l	Emotional No Criminal penalties Yes	
Physical Yes	es Sexual Yes es Sexual Yes es Ses es	Criminal penalties Yes		Physical No	Sexual	Emotional No Criminal penalties Yes	
Yes Physical Yes Y Y Y Y Y Y Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	es Sexual Yes Sesses Ses Ses Ses Ses Ses Ses Ses Se	Criminal penalties Yes		Physical No	10	Emotional No Criminal penalties Yes	
Physical Yes Yes Y Y Y Y Y Legislation Yes N Boys 18 N Y Y Y N Y Y N N Y Y N N N Y Y N	es Sexual Yes es Sexual Yes es Ses es	Criminal penalties Yes		Physical No	Sexual	Emotional No Criminal penalties Yes	No
	Retailers Yes Marita Yes Maternity Yes 98 Gov 59% 14 Mother N/A N/A N/A Y Y N N H Women 64 62 69 Hazardous Yes Mining Yes Metalwork	Yes No Marital Status No No Paternity Yes No 98 N/A Gov N/A 59% N/A 14 N/A N/A N/A N/A N/A N/A N/A NO Yes Yes Yes Yes Yes Yes Yes Yes Yes	Retailers Utilities institutions Yes No N/A Marital Status Gender No No Maternity Paternity Parental Yes No No 98 N/A N/A Gov N/A N/A 14 N/A N/A 14 N/A NO Yes Yes No Yes No Yes Ano Yes No Yes No Yes No Yes No Yes No Yes No Women Men 64 65 62 63 69 70 Yes Yes Yes Hazardous Morally inappropriate Yes Yes Mining Factories Construction Yes Yes Metalwork Heavy lifting Other	Retailers Utilities institutions Yes No N/A Marital Status Gender No No Maternity Paternity Parental Yes No No 98 N/A N/A Gov N/A N/A 14 N/A N/A 14 N/A NO Yes No Yes No Yes No Yes Ano Yes No Yes No Yes No Yes No Yes No Yes No Women Men 64 65 62 63 69 70 Yes Yes Yes Yes Yes Yes Yes Yes Yes Ye	Retailers Utilities Microfinance institutions Yes No N/A No No Marital Status Gender Marital Status No	Retailers Utilities institutions Microfinance institutions Retailers Utilities Yes No N/A No No Marital Status Gender Marital Status No No No No No Maternity Paternity Paternity Paternity Yes No Yes No 98 N/A N/A 120 N/A Gov N/A N/A 120 N/A 59% N/A N/A 120 N/A 59% N/A N/A 100% N/A N/A N/A N/A 100% N/A N/A N/A N/A N/A N/A NO NO NO NO NO NO NO	Retailers Utilities Microfinance Institutions No No No Yes

		TAIWAN, CHINA		TAJIKISTAN
REGION		East Asia & Pacific		Europe & Central Asia
INCOME GROUP		High income		Lower middle income
FEMALE POPULATION				4,191,647
FEMALE LABOR FORCE PARTICIPATION				62%
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Ye	es	1	lo
2. If yes, does it mention gender?	Ye	es		/A
3. Does the constitution contain a clause on equality?	Ye	es	Y	es
	Recognized	Invalid	Recognized	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas	N			
6. What are the quotas for women on corporate boards?	No q			quota .
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No q 25			quota
9. What are the quotas for women on candidate lists for parliament?	50		_	uota
What are the quotas for women on candidate lists for local government?		uota		juota
Rights of married and unmarried women	Married	Unmarried		Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
17. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?		es	_	es
23. Are wives required to obey their husbands?	N			lo
24. Must spouses jointly financially maintain the family?	Ye	es	Y	es
USING PROPERTY				
Marital property regime	D-fd		Dti-l	
25. What is the default marital property regime?		community of property		community of property
26. Who administers marital property?		Original owner		Both must agree
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N,	/Λ	N	/A
28. Are there special provisions governing the marital home?	N			/A lo
29. Does the law provide for valuation of nonmonetary contributions?		es		es
Property rights	Married	Unmarried		Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yr	es	Y	es
32. Do female and male surviving spouses have equal inheritance rights?		es		es
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	N	0	1	lo
34. Are personal law courts recognized?		10		lo
35. Is a woman's testimony afforded equal weight to that of a man?		es		es
Judicial representation				
36. How many justices are on the constitutional court?	1	5		7
37. Of those, how many are women?		2		1
38. Is the Chief Justice a woman?	N	0	1	lo
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Ye	es	١	lo
40. If yes, what is the maximum amount (%GNI/capita)?	15	%	N	/A
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	N	0	1	lo
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Ye	es	Y	es
44. Is primary education free and compulsory?	Ye	es	Y	es
Financial support and care				
Financial support and care 45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	Ye	es	Y	es

	TAIWAN, CHINA				TAJIKISTAN			
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%		
47. Pililillidi Ioan amount covered by credit agencies (Admi/capita):	0	70	·			;	*****	
48. Do the following provide information to credit agencies:	Retailers No	Utilities Yes	Microfinance institutions Yes		Retailers No	Utilities No	Microfinance institutions Yes	
Discrimination		Status	Gender			! Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No	No	
•			: 110					
GETTING A JOB						D. 1		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity No	Parental Yes	
51. How much of such leave is paid (days)?	56	1es 5	180		140	N/A	477.5	
52. Who pays for such leave?	Emp	Emp	Gov		Gov	N/A	Gov	
53. What % of wages are paid?	100%	100%	Partially paid		100%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	550		0	N/A	547.5	
3 i non mach or sach leare is anjuna (adj.s).	Mother	Father	: 330		Mother	Father	. 517.5	
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			0	0		
56. In paid parental leave is there a portion that must be taken by the:	0	0			0	0		
	Ü				0	: •		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		es			\.	es es		
58. Does the law mandate equal remuneration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		es				'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo Vo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers quaranteed an equivalent position after maternity leave?		lo				'es		
62. Are nursing mothers entitled to nursing breaks?		es				'es		
63. Are parents entitled to flexible/part-time schedules?		es				'es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			58	63		
65. When can one retire and get namberleits?	50	50			58	63		
66. What is the mandatory retirement age?	65	65			N/A	N/A		
Working hours and industry restrictions	- 03	. 05			14/71			
67. Can women and men work the same night hours?	\	es/es				No		
68. Can women and men do the same jobs?		es/es				No		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous No		appropriate es	Arduous No
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining	1	Construction	Other
70. can nomen work in these occupations in the same way as men	Yes	Yes	Yes	Yes	No	No	No	No
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
			Yes		No	No	No	
	Yes	Yes	103				INO	
PROTECTING WOMEN FROM VIOLENCE	Yes	Yes	, 103				INO	
	Yes	Yes	; 103				NO	
Domestic violence			; 103				; NO	
Domestic violence 72. Is there domestic violence legislation?	Y	es				'es	; NO	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y	es /A			N	es /A	NU	
Domestic violence 72. Is there domestic violence legislation?	Y N	es /A		Economic	N N	'es I/A		Economic
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Y N Physical	es /A lo Sexual	Emotional	Economic	N N Physical	res //A No Sexual	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N N Physical Yes	es /A lo Sexual No		Economic No	Physical Yes	/es //A /o Sexual Yes		Economic Yes
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Y N Physical Yes	es //A lo Sexual No es	Emotional		Physical Yes	res //A // // // // // // // // // // // //	Emotional	
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Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Yes Yes	es //A lo Sexual No es es es es	Emotional		Physical Yes N	res //A lo Sexual Yes Yes lo lo	Emotional	
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Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Physical Yes Yes Y Y Y Y Y Y Y	ess //A //A //A //A //A //A //A //A //A /	Emotional		Physical Yes Yes Yes Yes	Yes Yes Ves Ves Ves Ves Volume Ves Volume Ves Volume Volume Ves Volume	Emotional	
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72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 99. Is child marriage void or prohibited? 90. Is child marriage explicitly criminalized? **Marrial rape**	Physical Yes Y Y Y Y Y Legislation Yes Yes Y Y Y V V V V V V V V V V V V V V V V	es Sexual No Sexual No es Ses	Emotional Yes Criminal penalties Yes		Physical Yes	res //A //A //A //A //A //A //A /	Emotional Yes Criminal penalties No	Yes Yes

		TANZANIA		THAILAND	
REGION		Sub-Saharan Africa		East Asia & Pacific	
INCOME GROUP		Low income		Upper middle income	
FEMALE POPULATION		25,372,041		34,315,295	
FEMALE LABOR FORCE PARTICIPATION		90%		71%	
ACCESSING INSTITUTIONS					
Constitutional rights					
Does the constitution contain a clause on nondiscrimination?	Ye	es		No	
2. If yes, does it mention gender?	Ye	es	N	I/A	
3. Does the constitution contain a clause on equality?	Ye	es)	'es	
	Recognized	Invalid	Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A	
Quotas					
6. What are the quotas for women on corporate boards?	No q			quota	
7. What are the quotas for women in parliament?	30			quota	
8. What are the quotas for women in local government? 9. What are the quotas for women on specificate lists for padiament?	No q			quota	
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No q	uota		quota	
				Unmarried	
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Yes	Unmarried Yes	Married Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes	
16. Can a woman sign a contract in the same way as a man?17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes	
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A	N/A	
Division of responsibility within marriage					
22. Do spouses have equal rights to convey citizenship?	N	lo		No	
23. Are wives required to obey their husbands?	N	lo		No	
24. Must spouses jointly financially maintain the family?	N	lo	١	'es	
USING PROPERTY					
Marital property regime					
25. What is the default marital property regime?	Sep	aration of property	Partial	community of property	
26. Who administers marital property?		Original owner		Both must agree	
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?	N,			I/A	
28. Are there special provisions governing the marital home?		es		No	
29. Does the law provide for valuation of nonmonetary contributions?		es		es .	
Property rights	Married	Unmarried		Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes	
Inheritance rights					
31. Do sons and daughters have equal inheritance rights?	N			'es	
32. Do female and male surviving spouses have equal inheritance rights?	N	0	<u> </u>	'es	
GOING TO COURT					
Equality of access					
33. Are customary law courts recognized?	N			No	
34. Are personal law courts recognized?		lo		No .	
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	es)	'es	
Judicial representation		/A		0	
36. How many justices are on the constitutional court?	N,			9	
37. Of those, how many are women?	N,			0	
38. Is the Chief Justice a woman?	N,	/A		No	
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	A	lo		/es	
40. If yes, what is the maximum amount (%GNI/capita)?	N,			'4%	
	IV,		1)		
PROVIDING INCENTIVES TO WORK					
Personal income tax 41. Are childcare payments tax deductible?	N	lo.		No	
эти по стиссте раутель нах исинствие:					
42 Are there tay deductions or credite specific to /2	Men	Women	Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No	No	No	
Childcare and education				<i>t</i>	
			1	'es	
43. Is childcare subsidized or publicly provided?	N				
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?		lo		'es	
43. Is childcare subsidized or publicly provided?	N		١		

	TANZANIA				THAILAND			
BUILDING CREDIT								
Credit agencies 41 Minimum John amount sovered by credit agencies (IV CNII (capita))?	N	/^			0	1%		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	IV	/A			0	7%		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions		Retailers No	Utilities No	Microfinance institutions No	
Discrimination		! Status	Gender			! Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No No	No	
·		10	: 110			110	110	
GETTING A JOB		D. 1				D. 1		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	84	3	N/A		90	N/A	N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Emp & Gov	N/A	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections		•						
57. Does the law mandate equal remuneration for work of equal value?	Υ	'es			N	: Vo		
58. Does the law mandate nondiscrimination based on gender in hiring?		'es				Vo		
59. Is it prohibited for prospective employers to ask about family status?		lo				Vo		
60. Is dismissal of pregnant workers prohibited?	Y	'es			Y	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Υ	'es			N	Vo.		
62. Are nursing mothers entitled to nursing breaks?	Y	'es			N	Vo		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	Vo.		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			55	55		
65. When can one retire and get partial benefits?	55	55			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions						_		
67. Can women and men work the same night hours?	1	/es			١	Yes		
68. Can women and men do the same jobs?		/es				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in:	appropriate	Arduous
os. Can women work in these types of Jobs in the same way as men.	Yes		es	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining	•	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	No	Yes	No	Yes
71. Can women work on these tasks in the same way as men:			Other		Metalwork	Hoavy lifting		
•		Heavy lifting						
<u> </u>	Yes	Yes	Yes		Yes	No	No	
PROTECTING WOMEN FROM VIOLENCE								
<u> </u>								
PROTECTING WOMEN FROM VIOLENCE	Yes				Yes			
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes	Yes			Yes	No		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes N	Yes Io			Yes Y	No 'es		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes N	Yes lo		Economic	Yes Y	No Yes		Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes N	Yes lo lo	Yes	Economic No	Yes Yes Y	No Yes I/A Yes	No	Economic No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes No Physical No	Yes lo lo lo Sexual	Yes Emotional		Yes Yes N Physical Yes	No fes //A fes Sexual	No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes N Physical No	Yes lo lo lo Sexual No	Yes Emotional		Yes Yes Y N Y Physical Yes Y Y	No No No No Sexual No No Ses	No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes No Physical No	Yes lo lo lo Sexual No lo	Yes Emotional		Yes Yes N Physical Yes Yes Yes	No N	No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes No Physical No	Yes lo lo lo Sexual No lo	Yes Emotional		Yes Yes N Physical Yes Yes Yes	No No No Sexual No Sexual Sexu	No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes No Physical No N N N N N N N N N N N N N N N N N N	Yes Io I	Yes Emotional		Yes Yes N Physical Yes Yes Yes Yes	No No No Sexual No Ses Sexual No Ses	No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes No Physical No	Yes Io lo lo Sexual No lo	Yes Emotional		Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y	No No No No No Sexual No Ses Ges Ges Ges Ges Ges Ges Ges Ges Ges G	No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes No Physical No	Yes Io lo lo Sexual No lo	Yes Emotional No		Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y	No No No No Sexual No Ses Sexual Ses	No Emotional Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes No Physical No	Yes Io I	Yes Emotional No Criminal		Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y	No No No No No Sexual No Ses	No Emotional Yes Criminal	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes No Physical No N N N N N Legislation	Yes lo lo lo lo Sexual No lo	Fmotional No Criminal penalties		Yes Yes N Physical Yes Y Y Y Y Y Legislation	No No No Sexual No Ses Sexual No Ses	No Emotional Yes Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes No Physical No N N N N N N N N N N N N N N N N N N	Yes Io I	Yes Emotional No Criminal		Yes Yes N Physical Yes Y Y Y Y Y Y Y Y	No No No No No Sexual No Ses	No Emotional Yes Criminal	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 7.2. Is there domestic violence legislation? 7.3. If not, are there aggravated penalties for offenses between spouses/family members? 7.4. Are there clear criminal penalties for domestic violence? 7.5. Does domestic violence legislation cover the following abuse: 7.6. Does domestic violence legislation protect family members? 7.7. Does domestic violence legislation protect former spouses? 7.8. Does domestic violence legislation protect unmarried intimate partners? 7.9. Do protection orders for domestic violence exist? 8.0. Do protection orders for domestic violence remove the perpetrator from the home? 8.1. Do protection orders for domestic violence prohibit contact? 8.2. Is there a specialized court/procedure for domestic violence? Sexual harassment 8.3. To protect against sexual harassment, do the following exist:	Yes No Physical No N N N Legislation Yes Yes	Yes lo lo lo Sexual No lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes	No No No No No Sexual No Ses Sexual No Ses Ces Ces Ces Ces No	No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes No Physical No N N N Legislation Yes Yes	Yes lo lo lo Sexual No lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes	res No No Sexual No Ses Ges Ges Ges Ges Ges Ges No No No No No No	No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 88. Does domestic violence legislation protect unmarried intimate partners? 99. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes No Physical No N N N N Legislation Yes Yes	Yes Io lo lo Sexual No lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes N	res //A /res Sexual No res /res /res /res /res /res /res /res	No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes No Physical No N N N Legislation Yes Yes	Yes lo lo Sexual No lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes	res No Sexual No Res Ves Ves Ves Ves Ves Ves Ves	No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Physical No N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	Yes lo l	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes N Boys 20	No N	No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Physical No N N N Legislation Yes Yes N N N N N Legislation Yes Yes	Yes lo lo lo lo Sexual No lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes N Boys 20 Y	No N	No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Physical No N N N N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	Yes lo lo lo lo Sexual No lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes N Boys 20 Y	No N	No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Physical No N N N N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	Yes lo lo lo lo Sexual No lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes N Boys 20 Y	No N	No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes No Physical No N N N N N N Legislation Yes Yes N N N N N N N N N N N N N	Yes Io I	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Y Y Y Y Legislation Yes N Boys 20 Y	No No No No No No Sexual No Ses Sexual No Ses	No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage ponalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes No Physical No No No Legislation Yes Yes No No No No No No No No No N	Yes lo l	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes N Boys 20 Y Y	No N	No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 7.2. Is there domestic violence legislation? 7.3. If not, are there aggravated penalties for offenses between spouses/family members? 7.4. Are there clear criminal penalties for domestic violence? 7.5. Does domestic violence legislation cover the following abuse: 7.6. Does domestic violence legislation protect family members? 7.7. Does domestic violence legislation protect former spouses? 8. Does domestic violence legislation protect unmarried intimate partners? 7.9. Do protection orders for domestic violence exist? 8.0. Do protection orders for domestic violence remove the perpetrator from the home? 8.1. Do protection orders for domestic violence prohibit contact? 8.2. Is there a specialized court/procedure for domestic violence? Sexual harassment 8.3. To protect against sexual harassment, do the following exist: 8.4. Do the following exist concerning sexual harassment in employment: 8.5. Is there legislation on sexual harassment in education? 8.6. Is there legislation on sexual harassment in public places? Child and early marriage 8.7. What is the legal age of marriage for: 8.8. Are there exceptions? 8.9. Is child marriage void or prohibited? 9.0. Is child marriage penalized? Marital rape	Yes Physical No	Yes Io I	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Yes Y Y Y Y Legislation Yes N Boys 20 Y N N	No No No No No No Sexual No Ses Sexual No Ses	No Emotional Yes Criminal penalties Yes	Economic No

		TIMOR-LESTE		TOGO
REGION		East Asia & Pacific		Sub-Saharan Africa
INCOME GROUP		Lower middle income		Low income
FEMALE POPULATION		595,879		3,543,062
FEMALE LABOR FORCE PARTICIPATION		25%		82%
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Υ	es es		lo
2. If yes, does it mention gender?		'es		/A
3. Does the constitution contain a clause on equality?	Y	es es	Y	
	Recognized	Invalid	Recognized	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas 6. What are the quotas for women on corporate boards?	No.	quota	No c	quota
7. What are the quotas for women in parliament?		quota		juota
What are the quotas for women in local government? What are the quotas for women in local government?		0		luota
9. What are the guotas for women on candidate lists for parliament?		3%	50	·
10. What are the quotas for women on candidate lists for local government?	No o	quota	No c	quota
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?15. Can a woman qet a job in the same way as a man?	Yes	Yes Yes	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
Division of responsibility within marriage	163	163	163	163
22. Do spouses have equal rights to convey citizenship?	Υ	es es	N	lo
23. Are wives required to obey their husbands?		No		lo
24. Must spouses jointly financially maintain the family?	Y	es es	Y	es
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial	community of property	Sep	aration of property
26. Who administers marital property?		Original owner		Original owner
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?		/A		/A
28. Are there special provisions governing the marital home?		es .		lo
29. Does the law provide for valuation of nonmonetary contributions?		lo ·		lo
Property rights	Married	Unmarried		Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights	V		V	
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?		es 'es		es es
	ı	62	11	62
GOING TO COURT				
Equality of access		lo.		lo.
33. Are customary law courts recognized? 34. Are personal law courts recognized?		lo	N N	lo
35. Is a woman's testimony afforded equal weight to that of a man?		és		es es
Judicial representation		G	"	C3
36. How many justices are on the constitutional court?		5	(9
37. Of those, how many are women?		1		1
38. Is the Chief Justice a woman?	N	lo .	N	lo
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?		lo .		lo
40. If yes, what is the maximum amount (%GNI/capita)?	N	/A	N	/A
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	N	lo	N	lo
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	Yes	No
Childcare and education				
43. Is childcare subsidized or publicly provided?		'es		lo
44. Is primary education free and compulsory?	Υ	'es	Y	es
Financial support and care		I-		
45. Does the government provide a child allowance to parents?		No You		es
46. Must employers provide leave to care for sick relatives?	Y	'és	N	10

	TIMOR-LESTE				TOGO			
DINI DING CREDIT		TIMOR	-FE21E			10	GU	
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0'	%			17	35%		
47. Fillillindin loan amount covered by credit agencies (walk) capitals:	0	70			17.	:	BA1 61	
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	No	
Discrimination	Marita	Status	Gender		Marita	l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo.	No			No	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	84	5	N/A		98	2	N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		0				'es		
58. Does the law mandate nondiscrimination based on gender in hiring?		es				Vo .		
59. Is it prohibited for prospective employers to ask about family status?	N					Vo .		
60. Is dismissal of pregnant workers prohibited?		2S				'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es .				'es		
62. Are nursing mothers entitled to nursing breaks?	Y6 N	es la				'es Vo		
63. Are parents entitled to flexible/part-time schedules?								
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	N/A	N/A			60 55	60 55		
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	N/A N/A	N/A N/A			N/A	N/A		
	N/A	IV/A			IV/A	IN/A		
Working hours and industry restrictions	\ \	loc				los		
67. Can women and men work the same night hours?		'es 'es				Yes No		
68. Can women and men do the same jobs?								
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate ,	Arduous	Hazardous	•	appropriate	Arduous
70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	es Construction	Yes Other	No Mining		es Construction	Yes Other
70. Can women work in triese occupations in the same way as men.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
·	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE			•					
Domestic violence								
72. Is there domestic violence legislation?								
72. Is there domestic violence registation?	V	0.5				lo.		
72 If not are there aggregated populties for effences between spaces (family members)		2S				No.		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N,	/A			N	No.		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N, Ye	/A es	Emotional	Economic	1	lo lo	Emotional	Economic
74. Are there clear criminal penalties for domestic violence?	N, Ye Physical	/A es Sexual	Emotional Vac	Economic Vas	Physical	lo Sexual	Emotional	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N, Ye Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes	Physical No	No Sexual	Emotional No	Economi o No
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N, Ye Physical Yes	Yes			Physical No	No No		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N, Ye Physical Yes	/A es Sexual Yes			Physical No	No Sexual		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N, Ye Physical Yes Ye Ye	Yes Yes es			Physical No	No Sexual No No		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	N, Yes Physical Yes Yes Ye	/A es Sexual Yes es es			Physical No	No Sexual No		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	N, Ye Physical Yes Ye Ye Ye Ye Ye	YA Sexual Yes Yes 25 26 27 28 28 28 28			Physical No	Sexual No		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	N, Ye Physical Yes Ye Ye Ye Ye Ye Ye Ye	Yes Ess Sexual Yes Sess Sess Sess Sess Sess Sess Sess			Physical No	No Sexual No		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N, Ye Physical Yes Ye Ye Ye Ye Ye Ye Ye	/A ess Sexual Yes ess ess ess ess ess ess ess ess ess	Yes		Physical No	Sexual No	No	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment**	N, Yes Physical Yes Yes Ye Ye Ye Ye Ye Legislation	YA Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties		Physical No	Sexual No	No Criminal penalties	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist:	N, Ye Physical Yes Yes Ye Ye Ye Ye Ye Legislation Yes	/A 25 Sexual Yes 25 Sexual Yes 25 Sexual Yes 25 Sexual Yes 25 Sexual Sexual Yes 25 Sex	Yes Criminal penalties No		Physical No	No Sexual No	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N, Ye Physical Yes Yes Ye Ye Ye Ye Ye Legislation Yes Yes	/A Pes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties		Physical No	No N	No Criminal penalties	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	N, Ye Physical Yes Yes Ye Ye Ye Ye Ye Legislation Yes	/A Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties No		Physical No	No Sexual No	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N, Ye Physical Yes Yes Ye Ne No	/A 25	Yes Criminal penalties No		Physical No	No Sexual No	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect tormer spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	N, Ye Physical Yes Yes Ye	/A Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties No		Physical No	No Sexual No lo	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N, Ye Physical Yes Yes Ye Ye Ye Ye Yes Yes N Roys 17	/A 25 Sexual Yes 26 Sexual Yes	Yes Criminal penalties No		Physical No	No Sexual No	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N, Yes Physical Yes Yes Ye Ye Ye Yes Yes Yes N N N Bays 17	/A 25	Yes Criminal penalties No		Physical No	No N	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N, Ye Physical Yes Yes Ye Ye Ye Ye Ye Yes Yes N N N Boys 17 Ye	/A 25	Yes Criminal penalties No		Physical No Physical No Physical No Physical No Physical Physi	No Sexual No	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	N, Yes Physical Yes	/A 25	Yes Criminal penalties No		Physical No Physical No Physical No Physical No Physical Physi	No Sexual No	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage wold or prohibited? 90. Is child marriage penalized? Marital rape	N, Ye Physical Yes Yes Ye Yes N N N Boys 17 N	/A 25	Yes Criminal penalties No		Physical No	No Sexual No	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	N, Ye Physical Yes Yes Ye Yes N N N Boys 17 N	/A 25	Yes Criminal penalties No		Physical No	No N	Criminal penalties Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N, Ye Physical Yes Yes Ye Ye Ye Ye Ye Yes Ye Yes Yes Y	/A 25	Yes Criminal penalties No		Physical No Physical No Physical No Physical No Physical Physi	No Sexual No	Criminal penalties Yes	Economic No

		TO	NGA	TRINIDAD AND TOBAGO		
REGION			a & Pacific	IK	Latin America & Caribbean	
NCOME GROUP			Idle income		High income	
EMALE POPULATION			748		679,957	
EMALE LABOR FORCE PARTICIPATION			5%		60%	
		51	170		UU /0	
CCESSING INSTITUTIONS						
Constitutional rights . Does the constitution contain a clause on nondiscrimination?	Λ.	lo			es	
. Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?		-		_	es es	
Does the constitution contain a clause on equality?	N/A Yes			_	ės es	
. Does the constitution contain a clause on equality:						
1	Recognized	Invalid		Recognized	Invalid	
. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? . Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No No	N/A N/A		No No	N/A N/A	
	IVO	IN/A		140	IV/A	
Puotas What are the quotas for women on corporate boards?	No.c	juota		No.c	juota	
What are the quotas for women in parliament?		uota			juota	
What are the guotas for women in local government?		uota			juota	
What are the guotas for women on candidate lists for parliament?		uota			juota	
What are the quotas for women on candidate lists for local government?		uota			juota	
rights of married and unmarried women	Married	Unmarried			Unmarried	
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes		No	Yes	
2. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
3. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
4. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
5. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
6. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
7. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
8. Can a woman open a bank account in the same way as a man? 9. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
O. Can a woman coose where to live in the same way as a man? O. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
vivision of responsibility within marriage				14/11		
2. Do spouses have equal rights to convey citizenship?	Y	es		Y	es	
3. Are wives required to obey their husbands?		lo		_	lo	
4. Must spouses jointly financially maintain the family?	Υ	es		Y	es	
SING PROPERTY						
Marital property regime						
5. What is the default marital property regime?	Sen	aration of prop	ertv	Sen	aration of property	
6. Who administers marital property?		Original owner		_	Original owner	
Protecting a wife's interests						
7. If the husband administers property, is spousal consent required for major transactions?	N	/A		N	/A	
8. Are there special provisions governing the marital home?		lo		Ye		
9. Does the law provide for valuation of nonmonetary contributions?	N	lo		Ye	es	
Property rights	Married	Unmarried		Married	Unmarried	
O. Do men and women have equal ownership rights to property?	No	No		Yes	Yes	
nheritance rights						
1. Do sons and daughters have equal inheritance rights?	N	lo		Y	es	
2. Do female and male surviving spouses have equal inheritance rights?		lo		_	es	
DING TO COURT			1			
				_		
iquality of access 3. Are customary law courts recognized?	Α.	lo			lo	
4. Are personal law courts recognized?		lo		_	lo	
4. Are personal law courts recognized? 5. Is a woman's testimony afforded equal weight to that of a man?		es		_	es	
	T	es		16	es	
udicial representation		3		1	1	
6. How many justices are on the constitutional court?)		_	3	
7. Of those, how many are women? 8. Is the Chief Justice a woman?		lo		_	io	
	ľ	10	1	- IN	10	
######################################	V	es		V	es	
9. Is there a small claims countriast track procedure? O. If yes, what is the maximum amount (%GNI/capita)?		0%		_	r%	
	- 13	0.70	1	47		
ROVIDING INCENTIVES TO WORK				_		
Personal income tax		lo.			lo.	
1. Are childcare payments tax deductible?		lo ·		N	:	
	Men	Women		Men	Women	
2. Are there tax deductions or credits specific to men/women?	No	No		No	No	
hildcare and education						
3. Is childcare subsidized or publicly provided?		es		Ye		
4. Is primary education free and compulsory?	١	lo		Ye	es	
inancial support and care						
C December and an idea of the control of the contro	N.	lo		Y	es	
Does the government provide a child allowance to parents? Must employers provide leave to care for sick relatives?		lo		_	lo	

	TONGA				TRINIDAD AND TOBAGO			
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%		
47. Millimum loan amount covered by credit agencies (%dw/capita)?	U	70	·		U	,	· a	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions		Retailers No	Utilities Yes	Microfinance institutions No	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			res	Yes	
·		10	. 110			103	103	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	No	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	N/A	N/A	N/A		98	N/A	N/A	
52. Who pays for such leave?	N/A	N/A	N/A		Emp & Gov	N/A	N/A	
53. What % of wages are paid?	N/A	N/A	N/A		61%	N/A	N/A	
54. How much of such leave is unpaid (days)?	N/A	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			N	Vo.		
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo			Y	'es		
59. Is it prohibited for prospective employers to ask about family status?	N	lo			١	No.		
60. Is dismissal of pregnant workers prohibited?	N	lo			١	No.		
61. Are mothers guaranteed an equivalent position after maternity leave?		/A				'es		
62. Are nursing mothers entitled to nursing breaks?	N	lo			1	Vo.		
63. Are parents entitled to flexible/part-time schedules?		lo				No		
Retirement & pensions 64. When can one retire and get full benefits?	Women 60	Men 60			Women 65	Men 65		
65. When can one retire and get ruin benefits?	60	60			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
	IV/A	IV/A			IV/A	: IN/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		/es				Yes		
68. Can women and men do the same jobs?)	/es			,	Yes		
		F						
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
	Yes	,	Yes	Yes	Yes	Υ	'es	Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	Yes Construction	Yes Other	Yes Mining	Y Factories	es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	Yes Mining Yes	Factories Yes	Yes Construction Yes	Yes	Yes Mining Yes	Factories Yes	Yes	Yes
	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes Mining Yes	Factories Yes	Yes Construction Yes	Yes Other	Yes Mining Yes	Factories Yes	Yes	Yes Other
70. Can women work in these occupations in the same way as men:	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Y Factories Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
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		TUNISIA		TURKEY
REGION		Middle East & North Africa		Europe & Central Asia
INCOME GROUP		Upper middle income		Upper middle income
FEMALE POPULATION		5,549,022		38,599,168
FEMALE LABOR FORCE PARTICIPATION		27%		32%
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	Ye	25)	es es
2. If yes, does it mention gender?	Ye	25		'es
3. Does the constitution contain a clause on equality?	Ye	25)	es es
	Recognized	Invalid	Recognized	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No q			quota
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No q No q			quota quota
9. What are the quotas for women on candidate lists for parliament?	50			quota
What are the guotas for women on candidate lists for local government?	No q			quota
Rights of married and unmarried women	Married	Unmarried		Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
16. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage 22 Desponses have equal rights to copyan citizenship?	N	0	\	'es
Do spouses have equal rights to convey citizenship? Are wives required to obey their husbands?	N		_	Vo
24. Must spouses jointly financially maintain the family?	Ye			vo 'es
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Sepi	aration of property	Partial	community of property
26. Who administers marital property?		Original owner		Both must agree
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N,	'A	N	I/A
28. Are there special provisions governing the marital home?	N	0)	es es
29. Does the law provide for valuation of nonmonetary contributions?	N	0	١	'es
Property rights	Married	Unmarried		Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	N			/es
32. Do female and male surviving spouses have equal inheritance rights?	N	0	١	⁄es
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	N			No .
34. Are personal law courts recognized?	N			No.
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	25	,	/es
Judicial representation 36. How many justices are on the constitutional court?	1	2		17
37. Of those, how many are women?				0
38. Is the Chief Justice a woman?				Vo
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Ye	25		No
40. If yes, what is the maximum amount (%GNI/capita)?	92			I/A
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	N	0	1	No
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	Yes	No	No	No
Childcare and education				
43. Is childcare subsidized or publicly provided?	Ye	25	١	'es
44. Is primary education free and compulsory?	Ye	25	١	'es
Financial support and care				
Financial support and care				
46. Must employers provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	Ye	25	١	'es

	TUNISIA				TURKEY			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	C	%			0	%		
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions No		Retailers No	Utilities No	Microfinance institutions No	
Discrimination		l Status	Gender			: No	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
·			: 110				110	
GETTING A JOB	A	D. 1				D. 1	B 11	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	30	1	N/A		112	N/A	N/A	
52. Who pays for such leave?	Gov	Gov	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	67%	100%	N/A		67%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		180	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections		•				•		
57. Does the law mandate equal remuneration for work of equal value?		lo			Y	'es		
58. Does the law mandate equal remaineration hased on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		'es				'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				lo		
62. Are nursing mothers entitled to nursing breaks?		'es				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			58	60		
65. When can one retire and get partial benefits?	60	60			58	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
	14/71	,,,,			14/71	,,,,		
Working hours and industry restrictions 67. Can women and men work the same night hours?		No				No		
68. Can women and men do the same jobs?		No				No		
·								
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate Yes	Arduous Yes	Hazardous Yes		appropriate es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
70. can nomen work in cresc occupations in the same way as men.		Yes	Yes	Yes	No	Yes	Yes	Yes
	No	162						
71. Can women work on these tasks in the same way as men:		Heavy lifting	Other		Metalwork	Heavy lifting		
71. Can women work on these tasks in the same way as men:			Other Yes		Metalwork Yes	Heavy lifting Yes		
<u> </u>	Metalwork	Heavy lifting					Other	
PROTECTING WOMEN FROM VIOLENCE	Metalwork	Heavy lifting					Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Metalwork No	Heavy lifting Yes			Yes	Yes	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Metalwork No	Heavy lifting Yes			Yes	Yes 'es	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No No	Yes Ves			Yes Y	Yes 'es /A	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No No	Yes Ves lo es es	Yes	Economic	Yes Yes Y	Yes es /A es	Other No	Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No No Physical	Yes lo es es Sexual	Yes Emotional	Economic	Yes Yes N Physical	Yes es /A es Sexual	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Metalwork No No Physical No	Yes lo es es Sexual No	Yes	Economic No	Yes Yes N Physical Yes	Yes Yes Yes Yes Yes Yes	Other No	Economic Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Metalwork No	Yes Ves lo es es Sexual No	Yes Emotional		Yes Yes Y N Yes Physical Yes Yes	Yes es /A es Sexual Yes es	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Metalwork No	Yes Yes Io Io Ess Ess Sexual No Io Io	Yes Emotional		Yes Yes N Physical Yes Yes	Yes es /A es Sexual Yes es	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Metalwork No Physical No No	Yes Ves lo es Sexual No lo lo	Yes Emotional		Yes Yes N Physical Yes Yes	Yes es /A es Sexual Yes lo	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Metalwork No Physical No	Heavy lifting Yes lo lo es Sexual No lo lo lo lo	Yes Emotional		Yes Yes N Physical Yes Yes N N Yes	Yes es /A es Sexual Yes es lo lo es	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Metalwork No Physical No	Heavy lifting Yes lo es Sexual No lo lo lo lo lo lo lo lo	Yes Emotional		Yes Yes N Physical Yes Yes Yes Yes	Yes es Sexual Yes es Yes es Yes es Yes es Yes	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Metalwork No Physical No	Heavy lifting Yes lo es Sexual No lo lo lo lo lo lo lo	Yes Emotional		Yes Yes N Physical Yes Yes Yes Yes Yes	Yes es Sexual Yes Yes lolo lolo ees es es	Other No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Metalwork No Physical No	Heavy lifting Yes lo es es es Sexual No lo	Yes Emotional No Criminal		Yes Yes N Physical Yes Yes Yes Yes Yes	Yes es Sexual Yes Yes es Civil	Other No Emotional Yes Criminal	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Metalwork No Physical No No Legislation	Heavy lifting Yes lo es es Sexual No lo	Fmotional No Criminal penalties		Yes Yes N Physical Yes Yes Y N N Y Physical Yes Y V Y Legislation	Yes es Sexual Yes es lolo lolo es es Civil remedies	Other No Emotional Yes Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Metalwork No Physical No No Legislation Yes	Heavy lifting Yes lo es es Sexual No lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Yes Y N N Y Physical Yes Y V Y Legislation Yes	Yes Yes Sexual Yes Ses Iolo Iolo Temedies Yes	Other No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Metalwork No Physical No No Legislation Yes No	Heavy lifting Yes Ves Sexual No lo lo lo lo lo lo lo lo lo	Fmotional No Criminal penalties		Yes Yes N Physical Yes Yes Y N N Y Legislation Yes Yes	Yes es Sexual Yes es Ses lolo lo es es ctivil remedies Yes Yes	Other No Emotional Yes Criminal penalties	
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Metalwork No Physical No No Legislation Yes No	Heavy lifting Yes lo lo es es Sexual lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Yes Y N N Y Y Legislation Yes Yes	Yes es Sexual Yes es Sexual Yes es Civil remedies Yes Yes	Other No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Metalwork No Physical No Physical No Legislation Yes No Boys 18	Heavy lifting Yes lo es es Sexual No lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Yes Y N N Y Y Y Y Legislation Yes Yes N N N N N N N N N N N N N	Yes es Sexual Yes es Sexual Io Io Io Es Ses Ses Io Io Io Io Io Io Io Io Io I	Other No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Metalwork No Physical No No Legislation Yes No Boys 18	Heavy lifting Yes lo es es es Sexual No lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Yes Y N N V Y Y Y Legislation Yes Yes N N Boys 18	Yes es Sexual Yes Ses Iolo Iolo es es Civil remedies Yes Yes Iolo Iolo Girls	Other No Emotional Yes Criminal penalties Yes	
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Metalwork No Physical No No Legislation Yes No Boys 18	Heavy lifting Yes lo es es Sexual No lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Y N N Y Y Y Y Y Legislation Yes Yes N N Boys 18	Yes es Sexual Yes es Sexual Io Io Io Io Io Io Io Io Io I	Other No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage yold or prohibited? 90. Is child marriage penalized? Marital rape	Metalwork No Physical No No Physical No	Heavy lifting Yes lo lo es es es Sexual lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Y N N Y Y Y Y Legislation Yes Yes N Boys 18	Yes Yes Sexual Yes Ses Iolo Io	Other No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Metalwork No Physical No Physical No Legislation Yes No Boys 18 Yes	Heavy lifting Yes lo lo es es es Sexual No lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Yes N Yes Y Y Y Legislation Yes N Boys 18 Y Y	yes es /A es Sexual Yes es ses lo lo lo es es cs ses lo lo lo fremdies Yes lo lo lo lo es es es lo lo lo lo lo lo lo lo lo l	Other No Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Metalwork No Physical No Physical No Legislation Yes No Physical No No No No No No No No No No	Heavy lifting Yes lo lo es es es Sexual lo	Emotional No Criminal penalties Yes		Yes Yes N Physical Yes Yes Y N Y Y Y Legislation Yes N Boys 18 Y N N N N N N N N N N N N	Yes Yes Sexual Yes Ses Iolo Io	Other No Emotional Yes Criminal penalties Yes	Yes

		UGANDA		UKRAINE		
REGION		Sub-Saharan Afric	a		Europe & C	
NCOME GROUP		Low income			Lower mid	
EMALE POPULATION		19,370,053			24,46	7,344
EMALE LABOR FORCE PARTICIPATION		77%			63	3%
CCESSING INSTITUTIONS						
Constitutional rights						
. Does the constitution contain a clause on nondiscrimination?	Y	es		1	Vo	
. If yes, does it mention gender?	Yes			N/A		
. Does the constitution contain a clause on equality?	Yes)	/es	
	Recognized	Invalid	Red	cognized	Invalid	
l. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		No	N/A	
Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		No	N/A	
Quotas						
What are the quotas for women on corporate boards?		luota			quota	
What are the quotas for women in parliament?		9%			quota	
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?		3%			quota quota	
What are the quotas for women on candidate lists for local government?	No quota No quota				quota	
Rights of married and unmarried women	Married	Unmarried	N		Unmarried	
1. Can a woman apply for a passport in the same way as a man?	No	Yes	,	Yes	Yes	
2. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
3. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
4. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
Can a woman get a job in the same way as a man? Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
7. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
8. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
9. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
0. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage 2. Do spouses have equal rights to convey citizenship?	V	es		,	/oc	
3. Are wives required to obey their husbands?		lo		Yes No		
4. Must spouses jointly financially maintain the family?		es			/es	
SING PROPERTY						
Marital property regime						
5. What is the default marital property regime?	Sep	aration of property		Partial	community of p	property
6. Who administers marital property?		Original owner			Both must agre	e
Protecting a wife's interests						
7. If the husband administers property, is spousal consent required for major transactions?	N	/A		١	I/A	
8. Are there special provisions governing the marital home?		es			Vo	
9. Does the law provide for valuation of nonmonetary contributions?	N	lo			/es	
Property rights	Married	Unmarried	N		Unmarried	
D. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
nheritance rights						
1. Do sons and daughters have equal inheritance rights?		lo			/es	
2. Do female and male surviving spouses have equal inheritance rights?	N	lo		Y	/es	
DING TO COURT						
Equality of access						
3. Are customary law courts recognized?		lo			No.	
4. Are personal law courts recognized? 5. Is a woman's testimony afforded equal weight to that of a man?		lo es			Vo /es	
, , ,	T	-3		1	163	
udicial representation 6. How many justices are on the constitutional court?	1	2			18	
7. Of those, how many are women?		3			1	
8. Is the Chief Justice a woman?		lo			No	
ifficiency of procedure						
9. Is there a small claims court/fast track procedure?	Υ	es		1	Vo	
D. If yes, what is the maximum amount (%GNI/capita)?	57	5%		N	I/A	
ROVIDING INCENTIVES TO WORK						
ersonal income tax						
1. Are childcare payments tax deductible?	٨	lo		1	Vo	
	Men	Women		Men	Women	
2. Are there tax deductions or credits specific to men/women?	No	No		No	No	
hildcare and education						
3. Is childcare subsidized or publicly provided?		lo			es/es	
4. Is primary education free and compulsory?	Y	es)	/es	
inancial support and care					,	
5. Does the government provide a child allowance to parents?	N	lo)	/es	
6. Must employers provide leave to care for sick relatives?		lo			/es	

		UGA	NDA			UKR	AINE	
BUILDING CREDIT								
Credit agencies	0	0/				0/		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	U	%			Ü	%	,	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions Yes		Retailers No	Utilities No	Microfinance institutions Yes	
Discrimination		l Status	Gender			: No	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
·		10	. 110			10	140	
GETTING A JOB			1					
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental Yes	
51. How much of such leave is paid (days)?	84	4	N/A		126	0	1039	
52. Who pays for such leave?	Emp	Emp	N/A		Gov	N/A	Gov	
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	14	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections		•				•		
57. Does the law mandate equal remuneration for work of equal value?	Υ	'es			N	lo		
58. Does the law mandate equal remaineration based on gender in hiring?		lo				'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?	Y	'es			Υ	es		
61. Are mothers guaranteed an equivalent position after maternity leave?		'es				'es		
62. Are nursing mothers entitled to nursing breaks?	N	lo			Y	'es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			Y	'es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	55			60	60		
65. When can one retire and get partial benefits?	50	50			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions						•		
67. Can women and men work the same night hours?	1	/es				No		
68. Can women and men do the same jobs?		/es				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in:	appropriate	Arduous
os. Can women work in these types of jobs in the same way as men.	Yes		es	Yes	No		es es	No
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	No	No	No Other	No
71 Construction and the state in the same transfer of the same transfer			Other		Metalwork	: Heavy Inting		
71. Can women work on these tasks in the same way as men:		Heavy lifting Yes			Nο			
<u> </u>	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE					No			
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes	Yes				No		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes	Yes 'es			Y	No 'es		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Y	Yes es /A			Y	No es /A		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Yes Y	Yes es /A es	Yes	Francois	Y N	No es /A	No	Fanamia
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Yes N Physical	Yes es /A es Sexual	Yes Emotional	Economic	Y N Physical	es /A lo Sexual	No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Yes N Physical Yes	Yes Yes Yes Yes Yes	Yes	Economic Yes	N N Physical Yes	No No Sexual Yes	No	Economic Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Yes N Physical Yes Yes	Yes es /A es Sexual Yes es	Yes Emotional		Physical Yes	No No No Session Session Yes es	No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Yes N Physical Yes Yes	Yes es /A es Sexual Yes es es	Yes Emotional		Physical Yes Yes	No es /A lo Sexual Yes es	No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Yes N Physical Yes Yes Y Y Y	Yes es /A es Sexual Yes es es es es	Yes Emotional		Physical Yes Yes	No N	No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Yes N Physical Yes Yes Yes	Yes es /A es Sexual Yes es es es es	Yes Emotional		Yes Yes Yes Yes	es //A lo Sexual Yes es lo lo es	No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y	Yes es /A Sexual Yes es es es es es	Yes Emotional		Y N Physical Yes Y	No N	No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 88. Does domestic violence legislation protect unmarried intimate partners? 99. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y	Yes es Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Emotional		Yes Yes Yes Yes Y	No Sexual Yes es lo lo lo ses	No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y	Yes es /A Sexual Yes es es es es es	Yes Emotional		Yes Yes Yes Yes Y	No N	No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y	Yes es Sexual Yes es Sexual Yes es Civil	Yes Emotional Yes Criminal		Yes Yes Yes Y N Physical Yes Y N N N N N N N N N N N N	No Sexual Yes Ves to lo ces lo ces Civil	No Emotional Yes Criminal	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Yes N Physical Yes Yes Y Y Y Legislation	Yes es /A es Sexual Yes es es es complete the co	Yes Emotional Yes Criminal penalties		Physical Yes Yes Yes Y Y Y Legislation	No Sexual Yes es lo lo lo es Civil remedies	No Emotional Yes Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes	Yes es Sexual Yes es Ses es es civil remedies Yes	Fes Yes Emotional Yes Criminal penalties Yes		Physical Yes	No Sexual Yes es lo lo Civil remedies Yes	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Yes Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes	Yes es Sexual Yes es es es es es es es es e	Fes Yes Emotional Yes Criminal penalties Yes		Physical Yes	es //A lo Sexual Yes es lo lo es es es Civil remedies Yes Yes Yes	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 80. Does domestic violence legislation protect unmarried intimate partners? 91. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Yes Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes	Yes es Sexual Yes es Ses es es civil remedies Yes Yes Yes Yes	Fes Yes Emotional Yes Criminal penalties Yes		Physical Yes	No Sexual Yes es lo lo lo lo ces es Yes yes lo ves yes lo ves es lo ves	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 80. Does domestic violence legislation protect unmarried intimate partners? 91. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Yes N Physical Yes Y Y Y Y Legislation Yes N	Yes es Sexual Yes es Ses Givil remedies Yes Yes I consider the service of the service o	Fes Ves Criminal penalties Ves Ves		Physical Yes	es //A lo Sexual Yes es lo lo lo es es Civil remedies Yes Yes lo	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes Physical Yes Yes Yes Yes Yes Yes No Legislation Yes No Boys 21	Yes Yes Sexual Yes Ses Ses Ses Ses Yes Yes Yes	Fes Ves Criminal penalties Ves Ves		Physical Yes Yes Yes Y Y Y Legislation Yes Yes Yes N N N N N N N N N N N N N N N N N N N	es //A lo Sexual Yes es slo lo lo es Civil remedies Yes Yes lo lo lo Girls	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes N Physical Yes Y Y Y Y Legislation Yes N Boys 21	Yes es Sexual Yes es Ses es es es es es civil remedies Yes Yes diolo Girls 21	Fes Ves Criminal penalties Ves Ves		Physical Yes Yes Yes Y N N Physical Yes Yes Y N N S Legislation Yes Yes N Boys 18	No Sexual Yes es Io Io Civil remedies Yes Ves Io Io Girls 18	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes N Boys 21	Yes es Sexual Yes es ses es es civil remedies Yes yes Girls 21	Fes Ves Criminal penalties Ves Ves		Physical Yes	No Sexual Yes es lo lo ces lo ces Civil remedies Yes Yes lo lo Girls 18	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes N Boys 21	Yes es Sexual Yes es ses es es es yes es es es	Fes Ves Criminal penalties Ves Ves		Physical Yes	No Sexual Yes es lo lo lo es Civil remedies Yes lo lo lo Girls 18	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage ponalized?	Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes N Boys 21	Yes es Sexual Yes es ses es es es yes es es es	Fes Ves Criminal penalties Ves Ves		Physical Yes	No Sexual Yes es lo lo lo es Civil remedies Yes lo lo lo Girls 18	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 7.2. Is there domestic violence legislation? 7.3. If not, are there aggravated penalties for offenses between spouses/family members? 7.4. Are there clear criminal penalties for domestic violence? 7.5. Does domestic violence legislation cover the following abuse: 7.6. Does domestic violence legislation protect family members? 7.7. Does domestic violence legislation protect former spouses? 8. Does domestic violence legislation protect unmarried intimate partners? 7.9. Do protection orders for domestic violence exist? 8.0. Do protection orders for domestic violence exist? 8.1. Do protection orders for domestic violence remove the perpetrator from the home? 8.1. Do protection orders for domestic violence prohibit contact? 8.2. Is there a specialized court/procedure for domestic violence? Sexual harassment 8.3. To protect against sexual harassment, do the following exist: 8.4. Do the following exist concerning sexual harassment in employment: 8.5. Is there legislation on sexual harassment in education? 8.6. Is there legislation on sexual harassment in public places? Child and early marriage 8.7. What is the legal age of marriage for: 8.8. Are there exceptions? 8.9. Is child marriage void or prohibited? 9.0. Is child marriage penalized? Marital rape	Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes N Boys 21 Y N	Yes Yes Sexual Yes Ses es es es es es es es es	Fes Ves Criminal penalties Ves Ves		Physical Yes	No Sexual Yes es Iol Iol Iol Iol Iol Iol Iol Io	Emotional Yes Criminal penalties No	Economic Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes Physical Yes Yes Yes Yes Yes Yes No Boys 21 No No No No No No No No No N	Yes es /A es Sexual Yes es es es es es es es es e	Fes Ves Criminal penalties Ves Ves		Physical Yes Yes Yes Y Physical Yes Yes Y Physical Yes	es //A lo Sexual Yes es lo lo lo es es es Civil remedies Yes Yes lo l	Emotional Yes Criminal penalties No	

	UN	IITED ARAI	B EMIRATES		UNITED K	INGDOM
REGION		Middle East &	North Africa		High incon	ne: OECD
INCOME GROUP		High in	come		High in	come
FEMALE POPULATION		2,854,	292		32,702	2,700
FEMALE LABOR FORCE PARTICIPATION		479	%		709	%
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?		/es		N		
If yes, does it mention gender? 3. Does the constitution contain a clause on equality?		Vo /es		N,		
3. Does the constitution contain a clause on equality:				Recognized		
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized No	Invalid N/A		No	Invalid N/A	
Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No		No	N/A	
Quotas		:			,	
6. What are the quotas for women on corporate boards?	No o	quota		No q	uota	
7. What are the quotas for women in parliament?	No o	quota		No q	uota	
8. What are the quotas for women in local government?	No o	quota		No q	uota	
9. What are the quotas for women on candidate lists for parliament?		quota		No q		
10. What are the quotas for women on candidate lists for local government?		quota		No q		
Rights of married and unmarried women	Married	Unmarried			Unmarried	
11. Can a woman apply for a passport in the same way as a man?12. Can a woman apply for a national ID card in the same way as a man?	No Yes	Yes Yes		Yes N/A	Yes N/A	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	No	Yes		Yes	Yes	
15. Can a woman get a job in the same way as a man?	No Yes	Yes		Yes	Yes	
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes	Yes Yes		Yes Yes	Yes Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	No	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	No	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	No	Yes		N/A	N/A	
Division of responsibility within marriage		No		Ye	20	
22. Do spouses have equal rights to convey citizenship? 3. Are wives required to obey their husbands?		/es		N N		
24. Must spouses jointly financially maintain the family?		Vo		Ye		
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Sep	paration of prope	rty	Sep	aration of prope	erty
26. Who administers marital property?		Original owner			Original owner	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?		I/A		N,		
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?		Vo		Ye Ye		
		No .				
Property rights 30. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes		Married Yes	Unmarried Yes	
Inheritance rights	103			103	103	
31. Do sons and daughters have equal inheritance rights?	N	Vo		Ye	2S	
32. Do female and male surviving spouses have equal inheritance rights?		Vo		Ye		
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	N	Vo		N	0	
34. Are personal law courts recognized?	Υ	/es		N	0	
35. Is a woman's testimony afforded equal weight to that of a man?	Y	/es		Ye	2S	
Judicial representation		_				
36. How many justices are on the constitutional court?		0		N,		
37. Of those, how many are women? 38. Is the Chief Justice a woman?		Vo		_	/A /A	
Efficiency of procedure	·	NO .		IV,	/A	
39. Is there a small claims court/fast track procedure?	Υ	/es		Ye	2S	
40. If yes, what is the maximum amount (%GNI/capita)?		4%		37		
PROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	N	Vo		Ye	25	
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education						
43. Is childcare subsidized or publicly provided?		/es		Ye		
44. Is primary education free and compulsory?	Y	/es		Ye	2S	
Financial support and care 45. Does the government provide a child allowance to parents?	. N	No		Ye	25	
46. Must employers provide leave to care for sick relatives?		Vo		Ye		
Enthants and a second s						

	UN	ITED ARA	B EMIRAT	ES		UNITED I	KINGDOM	
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	C	%			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	Yes	No		Yes	Yes	N/A	
<u>Discrimination</u>		l Status	Gender		Marital		Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No		Y	'es	Yes	
GETTING A JOB		:	:					
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	45	N/A	N/A		14	14	259	
52. Who pays for such leave? 53. What % of wages are paid?	Emp 100%	N/A N/A	N/A N/A		Emp & Gov 90%	Emp & Gov 18%	Emp & Gov Partially paid	
54. How much of such leave is unpaid (days)?	0	N/A	N/A N/A		0	0	91	
34. How much of such leave is dripald (days):			IN/A				31	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother 0	Father 0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
	14//1	14/11			-			
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		lo			V	es		
58. Does the law mandate equal remainstration to work or equal value?		lo				es es		
59. Is it prohibited for prospective employers to ask about family status?		lo			N			
60. Is dismissal of pregnant workers prohibited?		lo			Ye			
61. Are mothers guaranteed an equivalent position after maternity leave?		lo			Ye			
62. Are nursing mothers entitled to nursing breaks?	Y	'es			N	lo		
63. Are parents entitled to flexible/part-time schedules?	1	lo			Ye	es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			67	67		
65. When can one retire and get partial benefits?	50	55			67	67		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		No				'es		
68. Can women and men do the same jobs?		No			Υ	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	No	١	Vo	Yes	Yes		Yes	Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
74 Consumer and the three trade in the consumer and	No	No	Yes	No	Yes	Yes	Yes Other	Yes
71. Can women work on these tasks in the same way as men:	Metalwork No	Heavy lifting No	Other No		Yes	Heavy lifting Yes	Yes	
DROTECTING WOMEN FROM VIOLENCE	110	110	110		103	103	; 103	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?		lo			Ye			
73. If not, are there aggravated penalties for offenses between spouses/family members?		lo			N,			
74. Are there clear criminal penalties for domestic violence?		lo	Foretteen	Ft-	N Dhusias I		Foretteent	F
75. Does domestic violence legislation cover the following abuse:	Physical No	Sexual No	Emotional No	Economic No	Physical Yes	Sexual No	Emotional Yes	Economic No
76. Does domestic violence legislation cover the following addise.		lo	INU	INU	Yes		163	NO
77. Does domestic violence legislation protect former spouses?		lo				25		
78. Does domestic violence legislation protect unmarried intimate partners?		lo				25		
79. Do protection orders for domestic violence exist?	1	lo			Ye	es es		
80. Do protection orders for domestic violence remove the perpetrator from the home?	1	lo			Ye	es		
81. Do protection orders for domestic violence prohibit contact?	1	lo			Ye	es		
82. Is there a specialized court/procedure for domestic violence?	1	lo			Ye	es es		
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No No	Yes		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No	No Io	No		Yes	Yes	Yes	
86. Is there legislation on sexual harassment in education?	I I				N			
	V				IN IN			
	Rous				Rove	Girla		
Child and early marriage	Boys	Girls			Boys 18	Girls 18		
Child and early marriage 87. What is the legal age of marriage for:	Boys 18	Girls 18			18	18		
Child and early marriage	Boys 18	Girls			18 Ye			
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Boys 18	Girls 18			18 Ye	18 es es		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Boys 18	Girls 18 es			18 Ye	18 es es		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Boys 18 Y	Girls 18 es			18 Ye	18 25 25 0		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Boys 18	Girls 18 es lo			18 Ye Ye N	18 es es lo		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Boys 18 Y N N Y	Girls 18 es lo			18 Yo Yo N	18 es es lo		

		UNITED STATES		URUGUAY
REGION		High income: OECD		Latin America & Caribbean
INCOME GROUP		High income		High income
FEMALE POPULATION		161,907,741		1,766,735
FEMALE LABOR FORCE PARTICIPATION		66%		67%
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	M	lo	1	No
2. If yes, does it mention gender?	N	/A	N	I/A
3. Does the constitution contain a clause on equality?	Y	es	Y	es es
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas				
6. What are the quotas for women on corporate boards?	No o	quota	No (quota
7. What are the quotas for women in parliament?	No o	quota	No (quota
8. What are the quotas for women in local government?		quota		quota
9. What are the quotas for women on candidate lists for parliament?		quota		3%
10. What are the quotas for women on candidate lists for local government?	No o	quota		3%
Rights of married and unmarried women	Married	Unmarried		Unmarried
11. Can a woman apply for a passport in the same way as a man?12. Can a woman apply for a national ID card in the same way as a man?	Yes N/A	Yes N/A	Yes Yes	Yes Yes
13. Can a woman apply for a national ID Card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	N/A Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	Yes	Yes	N/A	N/A
Division of responsibility within marriage	103	103	14/71	i i i i i i i i i i i i i i i i i i i
22. Do spouses have equal rights to convey citizenship?	Υ	es	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	'es
23. Are wives required to obey their husbands?		lo	_	Vo .
24. Must spouses jointly financially maintain the family?		es	Y	′es
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Sep	aration of property	Partial	community of property
26. Who administers marital property?		Original owner		Both must agree
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N	/A	N	I/A
28. Are there special provisions governing the marital home?	N	lo	1	No
29. Does the law provide for valuation of nonmonetary contributions?	Υ	es	Y	'es
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Υ	es	Y	'es
32. Do female and male surviving spouses have equal inheritance rights?	Υ	es	Y	es es
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	N	lo	1	No
34. Are personal law courts recognized?	N	lo	1	No
35. Is a woman's testimony afforded equal weight to that of a man?	Υ	es	Y	'es
Judicial representation				
36. How many justices are on the constitutional court?		9		5
37. Of those, how many are women?		3		0
38. Is the Chief Justice a woman?	N	lo	1	No
Efficiency of procedure		_		,
39. Is there a small claims court/fast track procedure?		es		es 70/
40. If yes, what is the maximum amount (%GNI/capita)?	9	%	8	7%
PROVIDING INCENTIVES TO WORK				
Personal income tax	-	inc		lo.
41. Are childcare payments tax deductible?		es		No :
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education		_		
43. Is childcare subsidized or publicly provided?		es		/es
44. Is primary education free and compulsory?	Y	es	Y	/es
Financial support and care		_		
45. Does the government provide a child allowance to parents?		es	_	No.
46. Must employers provide leave to care for sick relatives?	Y	es		No

		UNITED	STATES			URUC	GUAY	
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	C	%			(1%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	Yes	N/A		Yes	Yes	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		l Status /es	Gender Yes			I Status No	Gender No	
GETTING A JOB		103	103			140	NO	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	No	No	Yes		Yes	Yes	No	
51. How much of such leave is paid (days)?	N/A	N/A	0		98	7	N/A	
52. Who pays for such leave?	N/A	N/A	N/A		Gov	Gov	N/A	
53. What % of wages are paid?	N/A	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	N/A	N/A	84		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the: 56. In paid parental leave is there a portion that must be taken by the:	0 N/A	0 N/A			N/A N/A	N/A N/A		
	N/A	: N/A			N/A	: N/A		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	-	lo			,	No		
58. Does the law mandate equal remoneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		es es				es		
59. Is it prohibited for prospective employers to ask about family status?		lo				Vo		
60. Is dismissal of pregnant workers prohibited?	Y	'es			١	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		/A				No.		
62. Are nursing mothers entitled to nursing breaks?		es				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				No .		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits? 65. When can one retire and get partial benefits?	67 62	67 62			60 60	60 60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	IVA	IV/A			IVA	11//		
67. Can women and men work the same night hours?	,	/es			,	Yes		
68. Can women and men do the same jobs?		/es				Yes		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in:	appropriate	Arduous
os. can women work in trese types or jobs in the same way as men.	Yes		Yes	Yes	Yes	 	'es	Yes
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining Yes	Factories Yes	Construction Yes	Other Yes
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Other Yes		Metalwork Yes	Heavy lifting Yes	Other Yes	
PROTECTING WOMEN FROM VIOLENCE		•	•			•	•	
Domestic violence								
72. Is there domestic violence legislation?	Y	'es			\	'es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		/A				I/A		
74. Are there clear criminal penalties for domestic violence?	У	'es			1	Vo		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?		es				'es		
77. Does domestic violence legislation protect former spouses?		es es				'es 'es		
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?		'es				'es		
80. Do protection orders for domestic violence remove the perpetrator from the home?						'es		
81. Do protection orders for domestic violence prohibit contact?		es				'es		
		'es 'es						
82. Is there a specialized court/procedure for domestic violence?	Υ					'es		
Sexual harassment	Y Y Legislation	es Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes	es Es Civil remedies Yes	penalties No		Legislation Yes	Civil remedies	penalties No	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Legislation Yes Yes	es Civil remedies Yes Yes	penalties		Legislation Yes Yes	Civil remedies No No	penalties	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	es Es Civil remedies Yes	penalties No		Legislation Yes Yes	Civil remedies	penalties No	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Legislation Yes Yes Yes Y	es es Civil remedies Yes Yes Yes lo	penalties No		Legislation Yes Yes	Civil remedies No No No No	penalties No	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes Yes	es Civil remedies Yes Yes	penalties No		Legislation Yes Yes	Civil remedies No No No	penalties No	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes Yes Yes Yes 18	es es Civil remedies Yes Yes es lo Girls	penalties No		Legislation Yes Yes Yes N Boys 18	Civil remedies No No No Ossilia in the control of t	penalties No	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Yes Yes Yes Yes 18	es Civil remedies Yes Yes es Girls 18	penalties No		Legislation Yes Yes Yes I Boys 18	Civil remedies No No No es No Girls 18 es	penalties No	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes Yes Yes Yes 18	remedies Yes Yes es Girls 18	penalties No		Legislation Yes Yes Yes I Boys 18	Civil remedies No No No es Girls 18	penalties No	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes	es es es Civil remedies Yes Yes es es lo Girls 18 es es es	penalties No		Legislation Yes Yes Yes I Boys 18	Civil remedies No No Fes No In I	penalties No	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes	es es Civil remedies Yes Yes es lo Girls 18 es ses es ses ses lo lo	penalties No		Legislation Yes Yes Yes Boys 18	Civil remedies No No No (es In British State of the second	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes Yes Yes Yes Yes Yes N Boys 18 Y Y Y	es es es Civil remedies Yes Yes es es lo Girls 18 es es es	penalties No		Legislation Yes Yes Yes Boys 18 Yes	Civil remedies No No Fes No In I	penalties No	

		HZREI	KISTAN		VENEZU	EIA DR
REGION			Central Asia		Latin America	
INCOMF GROUP			ddle income			ncome
FEMALE POPULATION			53,049		15,38	
FEMALE LABOR FORCE PARTICIPATION			1%		55	
			170		3.	
CCESSING INSTITUTIONS Constitutional rights				_		
I. Does the constitution contain a clause on nondiscrimination?	Y	es		Y	'es	
2. If yes, does it mention gender?		es			'es	
s. Does the constitution contain a clause on equality?	Y	es		Y	'es	
	Recognized	Invalid		Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
i. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas						
6. What are the quotas for women on corporate boards?	No o	juota		No c	quota	
. What are the quotas for women in parliament?	No c	juota		No c	quota	
8. What are the quotas for women in local government?		juota		No o	quota	
. What are the quotas for women on candidate lists for parliament?)%			quota	
What are the quotas for women on candidate lists for local government?	30)%		No o	quota	
Rights of married and unmarried women	Married	Unmarried			Unmarried	
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes Yes	
2. Can a woman apply for a national ID card in the same way as a man? 3. Can a woman travel outside the country in the same way as a man?	N/A Yes	N/A Yes		Yes Yes	Yes Yes	
4. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
5. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
6. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
7. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
8. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
9. Can a woman choose where to live in the same way as a man? 10. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
1. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage	IV/A	IVA	-	IV/A	: 19/11	
2. Do spouses have equal rights to convey citizenship?	Y	es		Y	'es	
3. Are wives required to obey their husbands?		lo		_	lo	
14. Must spouses jointly financially maintain the family?		es		_	'es	
SING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Partial o	community of	property	Partial ·	community of p	property
26. Who administers marital property?		Both must agre			e with spousal	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N,	/A		N	/A	
28. Are there special provisions governing the marital home?	N	lo		N	lo .	
9. Does the law provide for valuation of nonmonetary contributions?	Y	es		Y	'es	
Property rights	Married	Unmarried		Married	Unmarried	
O. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
nheritance rights						
1. Do sons and daughters have equal inheritance rights?	Y	es		Y	'es	
2. Do female and male surviving spouses have equal inheritance rights?	Y	es		Y	'es	
DING TO COURT						
Equality of access						
3. Are customary law courts recognized?	N	lo		N	lo .	
4. Are personal law courts recognized?	N	lo		N	lo .	
5. Is a woman's testimony afforded equal weight to that of a man?	Y	es		Y	'es	
ludicial representation						
6. How many justices are on the constitutional court?		7			7	
7. Of those, how many are women?		1		_	3	
8. Is the Chief Justice a woman?	N	lo		Y	'es	
Efficiency of procedure						
9. Is there a small claims court/fast track procedure?		lo		_	'es	
0. If yes, what is the maximum amount (%GNI/capita)?	N	/A	1	44	2%	
ROVIDING INCENTIVES TO WORK				_		
Personal income tax						
1. Are childcare payments tax deductible?	N	lo		N	lo .	
	Men	Women		Men	Women	
2. Are there tax deductions or credits specific to men/women?	No	No		No	No	
hildcare and education						
3. Is childcare subsidized or publicly provided?		es			'es	
4. Is primary education free and compulsory?	Y	es	<u> </u>	Y	'es	
Financial support and care						
				N/	'oc	
15. Does the government provide a child allowance to parents? 16. Must employers provide leave to care for sick relatives?		es es		Y	lo	

		UZBEI	(ISTAN			VENEZU	ELA, RB	
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	ſ	%			0	1%		
47.1 million loan amount covered by create agencies (work) capitals:			M:C			:	M:	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions Yes		Retailers No	Utilities No	Microfinance institutions No	
Discrimination		Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No No	No	
·		•0	. 110			140	110	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	Yes		Yes	Yes	No	
51. How much of such leave is paid (days)?	126	N/A	674		182	14	N/A	
52. Who pays for such leave?	Gov	N/A	Emp		Emp & Gov		N/A	
53. What % of wages are paid?	100%	N/A	Partially paid		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	365		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		lo				Vo .		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				Vo		
60. Is dismissal of pregnant workers prohibited?		es				'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				'es		
62. Are nursing mothers entitled to nursing breaks?		es				'es		
63. Are parents entitled to flexible/part-time schedules?	Y	es			N	Vo .		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			55	60		
65. When can one retire and get partial benefits?	55	60			55	60		
66. What is the mandatory retirement age?	55	60			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	`	es/es			١	Yes .		
68. Can women and men do the same jobs?		Vo			١	Yes		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
	Yes		/es	Yes	Yes	1	es	Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction No	Other No	Mining		Construction	Other
					Yes			Yes
74.6	No	No	•	140		Yes	Yes	
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other	110	Metalwork	Heavy lifting	Other	
·			•	No				
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Metalwork	Heavy lifting	Other	No	Metalwork	Heavy lifting	Other	
·	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
PROTECTING WOMEN FROM VIOLENCE	Metalwork No	Heavy lifting	Other		Metalwork Yes	Heavy lifting	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Metalwork No	Heavy lifting No	Other		Metalwork Yes	Heavy lifting Yes	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Metalwork No	Heavy lifting No	Other		Metalwork Yes Yes	Heavy lifting Yes	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Metalwork No	Heavy lifting No lo	Other	Economic	Metalwork Yes Yes	Yes Yes Yes	Other	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Metalwork No	No No No	Other No		Metalwork Yes Yes	Yes Yes Yes Yes	Other Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Metalwork No Physical No	No No No Sexual	Other No	Economic	Yes Yes Yes Yes Yes Yes Negree Yes Negree Yes Yes	Yes	Other Yes Emotional	Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Metalwork No Physical No	No N	Other No	Economic	Metalwork Yes Yes Yes Yes Physical Yes Yes	Yes Yes Yes Yes Yes Yes Yes Yes	Other Yes Emotional	Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Metalwork No Physical No	No N	Other No	Economic	Yes Yes Yes N Physical Yes Yes	Yes Yes Yes Yes Yes Yes Yes Yes	Other Yes Emotional	Economic
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		VIETNAM	V	EST BANK AND GAZA
REGION		East Asia & Pacific		Middle East & North Africa
NCOME GROUP		I ower middle income		Lower middle income
EMALE POPULATION		45,889,400		2,115,138
EMALE LABOR FORCE PARTICIPATION		79%		16%
CCESSING INSTITUTIONS		7370		1070
Constitutional rights . Does the constitution contain a clause on nondiscrimination?	Y	25	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	/es
. If yes, does it mention gender?		25		/es
Does the constitution contain a clause on equality?		25		/es
. ,	Recognized	Invalid	Recognized	Invalid
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes	Yes
Duotas		,		:
What are the quotas for women on corporate boards?	No o	uota	No	quota
What are the quotas for women in parliament?	No o	uota	No	quota
. What are the quotas for women in local government?		uota		0%
. What are the quotas for women on candidate lists for parliament?	No o	uota	;	· 0
What are the quotas for women on candidate lists for local government?	No c	uota	No	quota
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
2. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman travel outside her home in the same way as a man? 5. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes	No No	Yes Yes
6. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
8. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
9. Can a woman choose where to live in the same way as a man?	Yes	Yes	No	Yes
O. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No	No
1. Can a woman be "head of household" in the same way as a man?	Yes	Yes	N/A	N/A
Division of responsibility within marriage				
2. Do spouses have equal rights to convey citizenship?		es		No
3. Are wives required to obey their husbands?		0		/es
4. Must spouses jointly financially maintain the family?	Yı	25		No
SING PROPERTY				
Marital property regime	D 11 1	20 6 1		
5. What is the default marital property regime?		community of property	Sej	paration of property
6. Who administers marital property?	t	Both must agree		Original owner
Protecting a wife's interests	A.I	/A		1/4
7. If the husband administers property, is spousal consent required for major transactions? 8. Are there special provisions governing the marital home?		/A 0		I/A No
Does the law provide for valuation of nonmonetary contributions?		25		No
·				
Property rights 0. Do men and women have equal ownership rights to property?	Married Yes	Unmarried Yes	Married Yes	Unmarried Yes
· · · · · · · · · · · · · · · · · · ·	103	103	103	103
nheritance rights 1. Do sons and daughters have equal inheritance rights?	V	25		No
2. Do female and male surviving spouses have equal inheritance rights?		25		No No
	Į,	2)		VU
OING TO COURT				
Equality of access				
3. Are customary law courts recognized?		0		No .
4. Are personal law courts recognized?		0		/es
5. Is a woman's testimony afforded equal weight to that of a man?	Y	25		No
udicial representation	A.I	/Λ		9
6. How many justices are on the constitutional court? 7. Of those, how many are women?		/A /^		1
8. Is the Chief Justice a woman?		/A /A		No
	IV			10
######################################	A	0		/es
O. If yes, what is the maximum amount (%GNI/capita)? Output Description:	N			50%
	14		1.	
ROVIDING INCENTIVES TO WORK				
ersonal income tax 1. Are childcare payments tax deductible?	A	0		No
т. Але списсате разгиенть тах исписыве!				
	Men	Women	Men	Women
2. Are there tax deductions or credits specific to men/women?	No	No	No	No
hildcare and education				
3. Is childcare subsidized or publicly provided?		es		No
4. Is primary education free and compulsory?	Y	es	,	⁄es
inancial support and care				
5. Does the government provide a child allowance to parents?	N	0		No
6. Must employers provide leave to care for sick relatives?		es		No

		VIET	NAM		W	EST BANK	AND GAZ	A.
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%			0	1%		
47. Pillillillulli Ioan amount covered by credit agencies (%GNI/Capita)?	0	70 -			U	,	·	
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		Yes	Yes	Yes	
Discrimination 40 Is discrimination in access to credit prohibited based on		I Status No	Gender Yes			I Status No	Gender No	
49. Is discrimination in access to credit prohibited based on:		VO	162			INO	INO	
GETTING A JOB			1			1		
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No N/A		Yes 70	No No	No N/A	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	180 Gov	N/A N/A	N/A N/A		Emp	N/A N/A	N/A N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
	Mother	Father	,		Mother	Father	,	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections	,	,			-	: '		
57. Does the law mandate equal remuneration for work of equal value?	Y	es				No		
58. Does the law mandate nondiscrimination based on gender in hiring?		es				Vo		
59. Is it prohibited for prospective employers to ask about family status?		lo				Vo.		
60. Is dismissal of pregnant workers prohibited?	Y	es			Y	'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			١	Vo.		
62. Are nursing mothers entitled to nursing breaks?	Y	es			Y	'es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			١	Vo.		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			N/A	N/A		
65. When can one retire and get partial benefits?	55	60			N/A	N/A		
66. What is the mandatory retirement age?	55	60			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		'es				No		
68. Can women and men do the same jobs?		Vo				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous No		appropriate ⁄es	Arduous No	Hazardous Yes		appropriate es	Arduou Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
70. can notice from the decapations in the same way as men	No	Yes	No	No	No	Yes	Yes	No
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
•	Pietalwork	ricavy inting						
,	No	No	No		No	Yes	No	
·			No		NO	Yes	No	
PROTECTING WOMEN FROM VIOLENCE			No		No	Yes	No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	No	No	No				No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Y	No es	No		ľ	No	No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Y	No	No		N		No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	No Y	No es /A	No No Emotional	Economic	N	No No	No No Emotional	Econom
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PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Yes Physical Yes Yes Yes Yes Legislation Yes Yes No No No No No No No No No N	No Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties No		Physical No Physical No Physical No Physical No Physical No Physical Physic	No N	Emotional No Criminal penalties Yes	Econom No

		YEMEN, REP.		ZAMBIA
REGION		Middle East & North Africa		Sub-Saharan Africa
INCOME GROUP		Lower middle income		Lower middle income
FEMALE POPULATION		12,382,833		7,530,526
FEMALE LABOR FORCE PARTICIPATION		26%		73%
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?		No		es
2. If yes, does it mention gender?		I/A		es
3. Does the constitution contain a clause on equality?		es .		es .
	Recognized	Invalid	Recognized	
 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? 	No Yes	N/A No	Yes No	No N/A
	162	NU	INO	IV/A
Quotas 6. What are the quotas for women on corporate boards?	No o	quota	No c	juota
7. What are the quotas for women in parliament?		quota		juota
8. What are the quotas for women in local government?		quota	_	puota
9. What are the quotas for women on candidate lists for parliament?	No o	quota	No o	quota
10. What are the quotas for women on candidate lists for local government?	No o	quota	No o	quota
Rights of married and unmarried women	Married	Unmarried		Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	No	Yes	Yes	Yes
15. Can a woman get a job in the same way as a man?	No	Yes	Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	No	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?		No	_	es
23. Are wives required to obey their husbands?		es es		lo
24. Must spouses jointly financially maintain the family?	N	No	Y	es
USING PROPERTY			_	
Marital property regime	C		Con	
25. What is the default marital property regime? 26. Who administers marital property?	Sep	oaration of property Original owner		aration of property Original owner
		Original owner		Original owner
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N	I/A	N	/A
28. Are there special provisions governing the marital home?		No		lo
29. Does the law provide for valuation of nonmonetary contributions?	١	No	Υ	es
Property rights	Married	Unmarried	Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	N	Vo	Υ	es
32. Do female and male surviving spouses have equal inheritance rights?	N	No	Y	es
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?		Vo		es .
34. Are personal law courts recognized?		es es		10
35. Is a woman's testimony afforded equal weight to that of a man?	ľ	No	Y	es
Judicial representation 36. How many justices are on the constitutional court?		7		9
37. Of those, how many are women?		0		5
38. Is the Chief Justice a woman?		Vo		es
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	N	No	Y	es
40. If yes, what is the maximum amount (%GNI/capita)?	N	I/A	19	1%
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	N	No	N	lo
	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education		_		
43. Is childcare subsidized or publicly provided?		No.		es
44. Is primary education free and compulsory?	Υ	/es	Y	es
Financial support and care 45. Does the government provide a child allowance to parents?		No		lo
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?		NO NO	_	10 Io
40. Flast employers provide leave to eare for sick felatives:	ľ	10	I)	

		YEME	N, REP.			ZAM	IBIA	
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N.	I/A			0	1%		
47. Pilililliam loan amount covered by credit agencies (MGM)/Capita):	IV.	;	****		0	;	·	
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	Microfinance institutions N/A		Retailers Yes	Utilities Yes	Microfinance institutions Yes	
Discrimination		l Status	Gender			! Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No No	No			No No	No	
·			: 110				110	
GETTING A JOB						D. 1	B 11	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	70	N/A	N/A		84	N/A	N/A	
52. Who pays for such leave?	Emp	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
3 i Ton Macro Jack Care is anjoin (as) 31.	Mother	Father	,,,,		Mother	Father	,,,,	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	14/11	. 14//1			14/14	: 14//1		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		No				No		
58. Does the law mandate equal remuneration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		NO NO				NO NO		
59. Is it prohibited for prospective employers to ask about family status?		NO NO				NO No		
60. Is dismissal of pregnant workers prohibited?		Vo				es		
61. Are mothers quaranteed an equivalent position after maternity leave?		Vo				Vo		
62. Are nursing mothers entitled to nursing breaks?		'es				Vo		
63. Are parents entitled to flexible/part-time schedules?		Vo				Vo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			55	55		
65. When can one retire and get run benefits?	46	50			50	50		
66. What is the mandatory retirement age?	60	60			N/A	N/A		
Working hours and industry restrictions					.,,.,			
67. Can women and men work the same night hours?		No			\	Yes		
68. Can women and men do the same jobs?		No				Yes		
·								
								Arduous
69. Can women work in these types of jobs in the same way as men:	Hazardous	 	appropriate	Arduous	Hazardous	Morally in		
	No		No	No	Yes	Y	es	Yes
70. Can women work in these occupations in the same way as men:						Y		
	No Mining Yes	Factories	No Construction Yes	No Other	Yes Mining Yes	Factories	es Construction Yes	Yes Other
70. Can women work in these occupations in the same way as men:	No Mining Yes	Factories Yes	No Construction Yes	No Other	Yes Mining Yes	Factories Yes	es Construction Yes	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	No Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	No Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	No Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	No Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	No Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	No Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	es Construction Yes Other	Yes Other
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		ZIMBA	ABME
REGION		Sub-Sahai	ran Africa
INCOME GROUP		Low in	rome
FEMALE POPULATION		7,383	540
FEMALE LABOR FORCE PARTICIPATION		7,303	
		0.0	70
ACCESSING INSTITUTIONS			
Constitutional rights			
1. Does the constitution contain a clause on nondiscrimination?	١	es es	
2. If yes, does it mention gender?	١	es es	
3. Does the constitution contain a clause on equality?	١	'es	
	Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	
Quotas			
What are the quotas for women on corporate boards?	No	quota	
7. What are the quotas for women in parliament?		2%	
What are the quotes for women in local government? What are the quotes for women in local government?		quota	
		•	
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for least government?		quota	
10. What are the quotas for women on candidate lists for local government?		quota	
Rights of married and unmarried women	Married	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes	
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes	Yes Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	
·	14//1	,,,,	
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	\	'es	
23. Are wives required to obey their husbands?		Vo	
24. Must spouses jointly financially maintain the family?	1	'es	
USING PROPERTY			
Marital property regime			
	Sep	paration of prope	erty
Marital property regime	Sep	oaration of prope Original owner	erty
Marital property regime 25. What is the default marital property regime? 26. Who administers marital property?	Sep		erty
Marital property regime 25. What is the default marital property regime?			erty
Marital property regime 25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests	N	Original owner	erty
Marital property regime 25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N I	Original owner	erty
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BUILDING CREDIT Credit agencies				
47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions	
	Yes	Yes	Yes	
Discrimination	Marita	Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No	
GETTING A JOB				
Parental benefits	Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No	
51. How much of such leave is paid (days)?	98	N/A	N/A	
52. Who pays for such leave? 53. What % of wages are paid?	Emp 100%	N/A N/A	N/A N/A	
54. How much of such leave is unpaid (days)?	0	N/A N/A	N/A N/A	
	Mother	Father	: 14/71	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A		
Workplace protections				
57. Does the law mandate equal remuneration for work of equal value?	Υ	es		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	es		
59. Is it prohibited for prospective employers to ask about family status?	N	lo		
60. Is dismissal of pregnant workers prohibited?		lo		
61. Are mothers guaranteed an equivalent position after maternity leave?		es		
62. Are nursing mothers entitled to nursing breaks? 63. Are parents entitled to flexible/part-time schedules?		es Io		
Retirement & pensions	Women	Men		
64. When can one retire and get full benefits?	60	60		
65. When can one retire and get partial benefits?	60	60		
66. What is the mandatory retirement age?	N/A	N/A		
Working hours and industry restrictions				
67. Can women and men work the same night hours?)	Yes		
68. Can women and men do the same jobs?	I	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous
	Yes		es/es	Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other
71. Can women work on these tasks in the same way as men:	No Metalwork	No Heavy lifting	No Other	Yes
	No	No	Yes	
PROTECTING WOMEN FROM VIOLENCE				
Domestic violence				
72. Is there domestic violence legislation?	V	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		/A		
Are there clear criminal penalties for domestic violence?		es		
	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Υ	Yes		
77. Does domestic violence legislation protect former spouses?		Yes		
78. Does domestic violence legislation protect unmarried intimate partners?		es		
79. Do protection orders for domestic violence exist?		es		
80. Do protection orders for domestic violence remove the perpetrator from the home?		Yes Yes		
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?		es		
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81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Υ		Criminal penalties	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes	Civil remedies Yes	penalties Yes	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Yes	Civil remedies Yes Yes	penalties	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	Civil remedies Yes Yes	penalties Yes	
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Acknowledgments

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